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Dear Parent/Carer

Industrial Action 1st February 2023

Earlier this week the Chair of Governors wrote to you regarding the planned industrial action on 1st February 2023. I now write to update you regarding the school's position.

Following discussions with the Chair of Governors and carrying out a robust risk assessment, we have made the decision to close the school to **all** pupils. First and foremost we must consider the health and safety of pupils on site when a significant number of staff are unavailable for work.

As part of the Risk Assessment we considered;

- If adult/pupil ratios in classes would be sufficient for classes to be run effectively;
- If there would be sufficient appropriately qualified first aiders working on the day;
- If there would be sufficient appropriately qualified safeguarding officers working on the day;
- The risk that on the actual day of planned industrial action, a year group will be forced to close due to unforeseen staff absence.

As employers, we are bound by legislation linked to industrial action including:

- knowing in advance the exact figure of staff (or who) who will participate in the industrial action to assist with our management of the disruption.
- recruiting agency staff to substitute those staff taking industrial action.
- redistributing the duties of those staff absent who are in different teaching and/or leadership unions. This includes the supervision of children and/or preparation of work for children, either in person or remotely, outside of their normal working terms.

Further dates are also earmarked for industrial action and I will write to you in advance to advise if school will be open, partially closed or closed nearer the time.

Thank you for your co-operation and understanding in this matter.

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Mrs S Hamer
Headteacher