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21st April 2023

Dear Parent/Carer

Re: Planned strike action at The Garibaldi School – Thursday 27th April 2023 and Tuesday 2nd May 2023

I write to inform you of our contingency planning during the forthcoming strike action in schools.

Background

We have had confirmation from NEU that members of the union intend to take formal industrial action by participating in a strike which will take place on Thursday 27th April 2023 and Tuesday 2nd May 2023.

The strike action is in relation to a national dispute around teacher and school staff pay. I wanted to take this opportunity to further explain the dispute and to also outline the school's plans during the strike.

What is the dispute, which has led to the strike, about?

As you may know, over the summer the Department for Education agreed to a 5% pay rise for teachers. Teaching unions across England and Scotland, including the NEU are in dispute with the Department for Education regarding their request for teachers pay to keep up with inflation and the cost of living.

What will happen at the school during the strike?

Given that it is indicative that a number of staff will be taking industrial action against the Government, that other staff may decide to do so on the day, and in order to ensure the health and safety of staff and students and the effective running of the school, the following modifications will need to be made:

- **The school will be open for students in Years 10, 11, 12 and 13 only.** Break and lunch facilities will be open as usual for students in school.
- School will start and end at the usual time and students will follow their usual timetable.
- Students in Years 7, 8 and 9 should complete their education at home via the Teams platform where work will be set. Students are proficient with Teams and further details will be made available to parents early next week.
- Students in Years 12/13 who would normally attend sessions at Meden school will remain at Garibaldi on these dates and work independently on their usual subjects.

- Students not in school, who are entitled to a free school meal can come into school between 12:00pm and 12:30pm and collect a packed lunch from the school Hall.
- If your child falls into one of the below categories, they may attend school but will not attend usual lessons. They will be supervised for the day in the Learning Resource Centre (LRC). You will need to complete the form, via the link: <https://forms.office.com/e/9yTx0nQ5HG> to notify us by 3pm the day before the strike to confirm a place in school. Once completed we will then confirm with you a place is available, in school, on the day.
 - Have an EHCP
 - Open to Social Care
 - Registered as a young carer
 - Looked after child
 - Child of a parent who is a critical worker

Please note that the above arrangements are subject to change. However, should this be the case we will endeavour to inform parents/carers at our earliest convenience.

Picket Lines

Some staff might form a picket line outside the school; a picket line is where staff gather near the entrance to a workplace to protest in person, they may be holding notice boards or banners. If that is the case, I would like to take this opportunity to remind all students and parents that as a Trust we support our staff's legal right to strike. Please ensure that any interactions you have with staff are courteous and respectful as they would be on any other day.

We would also like to remind you that it is unlawful for people who are not members of staff at the school (or their union representatives) to join a picket line. We therefore ask parents/carers or pupils to refrain from joining any picket line.

Finally

I appreciate that any closure/partial closure may be disruptive to you, for which I sincerely apologise. We hope that you understand that these decisions have not been taken lightly and have been taken to secure the health and safety of your child and any non-striking staff in consideration of anticipated heavily reduced numbers of staffing.

Lastly, can I take this opportunity to reiterate that your child's education is important to all staff at The Garibaldi School. We hope that by putting in place these contingency plans we can limit any impact the strike could have to your child's education.

Yours faithfully



Mr J Aldred
Head Teacher