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24th April 2023

Dear Parents and Carers

Industrial action by the NEU - Notification of school closure

The National Education Union (NEU) is in a formal trade dispute with the Secretary of State for Education because she has failed to give the undertaking sought by the NEU to make available additional and sufficient funds to allow employers to pay a fully funded increase in teachers' pay at a rate greater than inflation (as measured by September 2022 RPI).

As you are aware from my previous letter the NEU has announced strike action over pay for its teaching members. The next proposed dates for strikes by NEU teachers are as follows:

- Thursday 27th April
- Tuesday 2nd May

Our approach has been governed by the following principles: To ensure the safety of students and staff, to respect the legitimate right for colleagues to take industrial action, whilst meeting our responsibility to provide as much continuity of education as possible.

Risk assessment

Following the announcement of strike action, we have carried out a risk assessment to determine whether it is safe to operate the school site on the next two days of Strike action. A wide range of factors have been considered, but specifically:

- **Proportion of NEU members:** *The majority of Gordano teaching staff are members of the NEU. Whilst the NEU has informed us of the number of its members at the school, we do not know any further details with any accuracy*
- **Position of other unions:** *I cannot ask other teachers to cover for staff who are striking as this would be to undermine the strike and teachers' contracts protect them from such actions. This includes taking lessons, duties or setting work for striking colleagues*

As a result, we have concluded that **it is not safe to open the school on Thursday 27th April and Tuesday 2nd May to students in Years 7, 8, 9, 10 and 12. Therefore, if the strike action does go ahead, the school will be closed to these year groups.**

We have not taken this decision lightly. We remain committed to providing a safe and secure environment for our pupils and feel that we would be unable to provide this with the staff we have available.

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Year 11 and Year 13

I am currently in negotiations with the NEU representative and looking at arrangements which may allow us to provide a safe provision for students in Year 11 and Year 13 to attend school to complete supervised revision activities and where possible lessons with students' normal teachers (although this is likely to be limited). I will be in contact directly with you once I have been able to ensure we have a plan that will allow us to open to students in these two year groups.

Supervision of a very small number of students

- We will operate a small on-site supervised IT provision for students identified by the school. Families will be contacted later today to advise of this provision, and we ask that you confirm your space following the link in the email you will receive.

Provision of education during these two days

- Where colleagues are not striking and it is their working day, staff will set tasks for their classes on ClassCharts, work will be provided before your child's lesson is due to start
- There will be lessons where work **cannot** be set due to the teachers involved being on strike and other colleagues not being able to set work for striking colleagues. In these cases, students will be given a year group guidance sheet on ClassCharts which will signpost them to available lessons on a variety of online platforms such as:
 - [Oak National Academy](#)
 - [BBC Bitesize](#)
 - Other online services
 - Independent revision or study
 - Wider reading
- If students in Year 12 have not got work on ClassCharts because their teacher is on strike, they should use the day for independent study revising the topics they have already covered this academic year – the Sixth Form team will send further, more detailed guidance

Free School Meals

The school will provide parents of students on Free School Meals with Wonde vouchers to the total value of £5 per day, which can be used to purchase food for the two days of industrial strike action.

We appreciate that there is likely to be significant inconvenience for parents and carers as a result of the planned action. I therefore want to thank you in advance for your understanding as we try to do our best at this challenging time.

Yours sincerely



Ms L Blundell
Headteacher