



21st April 2023

Dear Parents and Carers

Re: Industrial Action Thursday 27th April & Tuesday 2nd May

As you have heard in the media, there are now two further dates which have been agreed upon for continued industrial action.

As previously discussed, these ongoing strikes are being called by the National Education Union (NEU), the biggest teaching union in England. The action being taken is not just about pay but in response to teacher shortages, as a result of recruitment and retention issues across the profession, and funding issues. As you are aware, a significant proportion of my teaching staff are members of the NEU. When a strike takes place, those taking strike action stop work and withdraw their labour. This means that those teachers involved in the action will not teach their class(es) or undertake any other duties on a strike day.

It is, therefore, incumbent upon me to again consider the impact that industrial action will have on the operation of the school. One of the key issues is to assess whether there are sufficient staff available for the school to remain open, or partially open, during a strike. To determine whether the school can remain fully or partially open, I need to consider the impact that the action will have on the health and safety of pupils, staff and visitors, and whether the school can run a full or amended curriculum, to determine whether it is possible to operate the school safely during the strike.

It is also important to note there are many other restrictive factors when it comes to being able to plan for such a day and when such a significant number of teaching staff will not be operational. Firstly, school leaders cannot ask teaching staff who are taking strike action to prepare work, be it to be completed in the classroom or at home. Secondly, school leaders are not able to direct other non-striking teaching staff to cover the lessons or set work for colleagues who are taking industrial action. Therefore, I will be unable to plan to run the school's operation fully and will have to restrict student numbers on the school site. This is because of safeguarding requirements and a lack of adequate planned supervision of the students. However, on these occasions, it is important to note that the unions have also recognised how crucial the time is for the current Year 11 and 13s and have agreed on [certain dispensations](#) regarding the restrictive factors when schools plan for these year groups only.

Obviously, should the strike be called off then the school will be operational as normal and this will be communicated as early as possible.





The planned arrangements for the days will therefore be as follows:

- **Year 11 – All students should attend** - Students should arrive at the usual Brook Road gate at 8.55am ready to start at 9 am. The canteen will be open as normal between 11-11.20 for those students on site. Students will have a blended timetable of independent study in the main hall and some lessons where possible on each day.
- **Year 13 - All students should attend** - the study centre is open. Students will have a blended timetable of independent study and some lessons where possible on each day. Students should arrive at the usual Brook Road gate at 8.55 am ready to start at 9 am.

Due to the short amount of time we now have left before the summer exam season begins, we expect all Year 11 and 13 students to attend school. We must however remind you that due to the nature of industrial action, we may well have to contact you during the day in the event of any groups needing to be sent home earlier than anticipated due to lack of supervision. It is important that we are able to keep everyone safe. If we have to make this decision, we will inform you via text message 20 minutes in advance of the students being released.

The canteen will be open as normal between 11-11.20 for those Year 11 & 13 students on site. Food will be available at lunch time but may be restricted in choice.

Children with an **EHCP**, or **children with a social worker**, will be invited into school as before and you should expect to be contacted.

Unfortunately, we will not have the capacity to have any other students on the school site on these days. **All students in years 7, 8, 9, 10 & 12 should not attend the school site.**

- **Free School Meals (FSM)** - if your child is in receipt of Free School Meals and you would like them to receive a food parcel for the days of the strikes, then they are able to collect this from our school canteen at the end of the school day on Wednesday 26th April. This provision will also be available for collection on Friday 28th April.
- **Devices** - If your child is struggling to access a device to access online work, please contact plarkin@rodingvalley.net ASAP- we will try and support you with this.

Students should check their Google classrooms and complete any home learning assignments/material set. Can I remind all parents of the vast selection of online learning platforms that their child has access to:

- **KS3 (Yr7-9)** - Accelerated reader quizzes, Bedrock vocabulary builder, Hegarty Maths quizzes, videos & worksheets, SENECA, independent reading, extended reading lists RVHS revision microsites. Reading lists are on the school website.
- **KS4/5 (Yr10 & 12)** - Bedrock vocabulary builder, Snap Revise, (Science) Hegarty Maths, SENECA, Extended reading lists, Revision tasks recently set via the study skills days from the RVHS Revision Microsites to support exam preparation. All our revision microsites for GCSE/ A



Aspiration
Respect
Endeavour

Alderton Hill, Loughton, Essex IG10 3JA
t: 020 8508 1173 e: office@rodingvalley.net
www.rodingvalley.net
Headteacher: Mrs S Jenner
Chief Executive Officer: Mr P Banks



Roding Valley
HIGH SCHOOL

level are available on the school website or [by clicking this link](#). This includes the lists for Personalised Checklists (PLCs) which the students have been shown how to link with their planned revision tasks.

Clearly, this is a difficult situation and I appreciate the concerns of parents and carers. However, I would ask you to be understanding. Continued industrial action by teachers is very unusual. Taking strike action is not something that any teacher would undertake lightly.

Those on strike will have thought long and hard about their decision and will also lose pay for the days that they are on strike.

The NEU has posted a document for parents and carers that explains their reasons for taking strike action. It can be found [here](#) if you wish to read it.

Let us hope for more constructive discussions can be held between the professional associations and the Government so as to ensure further decisions like this one do not have to be taken in the future.

If there are any changes to these arrangements, I will contact you immediately.

Thank you for your continued support.

Yours faithfully

Mrs Sharon Jenner
Headteacher

