



# Dereham Church of England Junior Academy

Headteacher: Mrs Kelly Scott

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Diocese of Norwich  
Education and  
Academies Trust

## Proposed NEU Strike Action – WEDNESDAY 15<sup>TH</sup> MARCH & THURSDAY 16<sup>TH</sup> MARCH

Dear Parents and Carers,

You will be aware from recent media coverage that the National Education Union (NEU), one of the largest teachers' unions, has voted in favour of strike action for teaching staff and this coming **Wednesday 15<sup>th</sup> and Thursday 16<sup>th</sup> March 2023** are the 3<sup>rd</sup> and 4<sup>th</sup> days of planned strikes.

We have considered the impact of strike action on our children and families and tried, where possible, not to impact the same children and families on each of the days. As such, please note there are different classes that will be open on this occasion.

We have updated our risk assessment based on the information we have about our school. As previously stated, staff do not have to inform us of their union or whether they are striking. As such, we have not been able to confirm plans prior today, as we had to consider a number of factors, including, but not limited to:

### Health and Safety

- How many staff will we have in school? Can we safely open for all pupils given staff numbers? Do we need to restrict attendance?
- Do we have enough staff attending school who are trained in first aid to meet medical needs?
- Can we meet all health and safety requirements with the number of staff who will be in school?

### Safeguarding

- Can we safely maintain our safeguarding duties effectively?

As such, I am writing to inform you that we will be **restricting pupil attendance** on Wednesday 15<sup>th</sup> and Thursday 16<sup>th</sup> March 2023. **I can confirm this plan has been approved by our Academy Trust DNEAT.**

Wednesday 15 <sup>th</sup> March – OPEN CLASSES	Thursday 16 <sup>th</sup> March – OPEN CLASSES
<b>Year 3</b> – All classes open (Curie, Gandhi, Keller and Mandela) <b>Year 4</b> – Babbage, Malorie and Parks <b>Year 5</b> – Naidu and Wilberforce <b>Year 6</b> – Malala and Tabei	<b>Year 3</b> – All classes open (Curie, Gandhi, Keller and Mandela) <b>Year 4</b> – Babbage, Malorie and Seacole <b>Year 5</b> – All classes open (Attenborough, Naidu, Pankhurst and Wilberforce) <b>Year 6</b> – Bevan and Malala
<b>CLOSED CLASSES:</b> Seacole (Y4) Attenborough (Y5) Pankhurst (Y5)	<b>CLOSED CLASSES:</b> Parks (Y4) Tabei (Y6)



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Bevan (Y6)	
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Please note, that whilst some classes are not open for pupils, this does not necessarily mean that those staff are taking industrial action. It simply specifies which classes we have enough staff to fully cover given the information we have.

We **will not** be offering key worker or vulnerable pupil spaces (as we did in Covid) as staff have the right to refuse to cover classes for striking staff. This is not because they don't care, but this is advised by unions where they support the reasons behind the strike action. Therefore, any child not in the classes listed above, will NOT be able to attend school on this day.

There is no legal requirement to teach the curriculum on strike days. **In order to ensure children not attending school do not miss out on learning, no classes will be moving forward with new learning on the day.** Those children attending school will be re-capping prior learning and those at home will be provided with remote learning tasks based on learning from this term (a computer will not be needed for this, but can be used for some of the optional activities). If your child's class is open, **there is an expectation they will attend**, even if their sibling is unable to.

We understand this may cause some of you additional stress or complications but unfortunately, this cannot be avoided as our risk assessment shows we can only open for this number of classes.

School lunches will be provided, as usual for all children attending school. If your child is eligible for Free School Meals but is NOT attending school on one of the days (due to restricted attendance only), we can provide a school packed lunch which will be sent home with your child the day before.

If anything changes ahead of the 15<sup>th</sup> March, we will of course inform you and we will be sending home the remote learning tasks ahead of Wednesday and Thursday.

We thank you for your support during this time of industrial action.

Mrs Kelly Scott  
Headteacher