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Executive Headteacher (Thrive Trust): Mr P Cavanagh
Head of School: Mr C Leng
Deputy Headteachers: Mrs C Grandidge, Mrs L Piercy, and Mr J Shaw

27th June 2023

Dear Parents and Carers,

Re: Industrial action by the NEU - Wednesday 5th and Friday 7th July 2023

The National Education Union (NEU) will be taking further industrial action in the form of a strike on Wednesday 5th July and Friday 7th July 2023.

We have increasing numbers of teaching staff at Kelvin Hall who are now members of the NEU and strike action is further complicated by the fact that:

- There is no requirement for a union to inform us how many members of these staff will take strike action.
- Union members are under no obligation to inform employers in advance of their intention to strike.
- We have teachers who may need to care for their own children if their primary schools close at late notice.

Therefore, we have again taken the difficult decision to limit the number of students in school on both of these dates. We remain committed to providing a safe and secure environment for our students and feel that we would be unable to provide this with the teaching staff available.

Wednesday 5th July - The school will be closed to Year 7, 8 and 10 pupils

Because a significant number of Year 9 will be participating in an RSE programme this day, we have prioritised Year 9 to be in school on this day. Students in the D population will follow their RSE timetable provided by the school for the morning only and then follow their normal lessons in the afternoon. Pupils in the N population will follow their normal timetable all day. The school day for Year 9 will start as normal at 8.45 am but finish at a slightly earlier time of 2.45 pm. If their usual teacher is present in school, their lesson will go ahead as normal. If their usual teacher is absent from any of their lessons, they will be supervised by specialist cover staff or a member of the Senior Leadership Team. **It is essential that all Year 9 students attend this day.**

Friday 7th July- The school will be closed to year to Year 8, 9 and 10 pupils

The school day for Year 7 will start as normal at 8.45 am but finish at a slightly earlier time of 2.45 pm. If their usual teacher is present in school, their lesson will go ahead as normal. If their usual teacher is absent from any of their lessons, they will be supervised by specialist cover staff or a member of the Senior Leadership Team. **It is essential that all Year 7 students attend this day.**

On both these dates, the school will also be open to:

- Students in the ASC Hub at Kelvin, who will attend school as normal on this day: **8.45 am - 3.10 pm school day.**
- Children of key workers where appropriate: **8.45 am - 2.45 pm school day.**
- Students with a social worker or known to social care teams: **8.45 am - 2.45 pm school day.**
- EHCP students: **8.45 am - 2.45 pm school day.**



Please note above the slightly earlier finishing times. These pupils will be supervised by Hub staff, Pastoral Year teams, Cover Supervisors, the TA/Cover Team, PLD staff, Internal Exclusion staff, Access Room staff, Senior Leaders, or the SEND team. Key worker information will be collected by a Google Form which will be shared with all parents on Monday.

What educational provision is the school providing on the strike day?

All year groups who are staying at home on these days should continue to complete work remotely. The work will be shared with all parents and students as links to online resources, in a similar way to during the previous strike days.

Additional notes:

- Students' attendance in the year groups that the school is not open to will not be affected by the strike day, as they will be coded as unable to attend due to exceptional circumstances.
- Students in Years 9 and 7 who do not attend on the day they are required to, will be marked as an unauthorised absence - **it is essential that all Year 9 and 7 students attend their allocated day.**
- Students who are in receipt of Free School Meals will be able to collect a packed lunch from the school's main reception entrance from 11.00 am to 12.15 pm. Unfortunately, students will not be able to stay on-site to eat their lunch.

Once again, I am sorry about the potential disruption this may cause. As stated previously, it is my continued hope that the government and the unions will resolve this situation as soon as possible.

Yours sincerely,



Mr Cavanagh
Executive Headteacher
Kelvin Hall School