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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

21st April 2023

Dear Parents and Carers,

### Industrial action by the NEU - Thursday 27th April and Tuesday 2nd May 2023

The National Education Union (NEU) will be taking further industrial action in the form of a strike on Thursday 27th April and Tuesday 2nd May 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 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. The school will be closed to pupils in Years 7, 8, 9 and 10. Because Year 11 students are so close to their GCSE exams, we have continued to prioritise Year 11 who will be in school on this day. Students will follow their normal timetable. The school day for Year 11 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 for any of their lessons, they will be supervised by a specialist teacher from the Senior Leadership Team who will deliver a revision and exam practice lesson for their English, Maths, or Science GCSE. I would just like to remind all parents that Year 11 are so close to their final GCSE exams and staff will be working hard with Year 11 to ensure they are fully prepared. **It is essential that all Year 11 students attend this day.**

As well as Year 11 students being in school, the school will 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 students in Years 7, 8, 9 and 10 who are staying at home on this day 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. Further details will follow asap regarding remote learning.



## Additional notes

- Students' attendance in Years 7, 8, 9 and 10 will not be affected by the strike day, as they will be coded as unable to attend due to exceptional circumstances.
- Students in Year 11 who do not attend will be marked as an unauthorised absence - **it is essential that all Year 11 students attend this 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 P Cavanagh  
Executive Headteacher  
Kelvin Hall School