



Circa 1492

Ermysted's Grammar School

Headmaster: Mr M J Evans

18 April 2023

Dear Parents and Carers

Strike action by members of the National Education Union (NEU)

The NEU has voted to strike over pay and the next strike days are scheduled for **Thursday, 27 April** and **Tuesday, 2 May 2023**. This letter concerns our plans for these two days.

Under current legislation, the NEU is only required to reveal how *many* members are employed at the School and employees are not required to tell their employer whether they intend to strike. Schools do not retain information on union membership, and the NEU has seen an increase in membership since the start of the action. This means it remains difficult to predict accurately where the staff absences may occur. There are also restrictions on what can be asked of staff participating in the action and what can be asked of the staff that remain, which further complicates planning.

A risk assessment has been conducted in light of these potential absences to determine whether and to what extent the School can open to pupils.

On **Thursday, 27 April** pupils in **Years 7, 11, and 13** will be accommodated on site, as will the **vulnerable pupils** and the **children of critical workers** cohorts; **Year 12** will be on study leave; **all other pupils** will be taught remotely.

On **Tuesday, 2 May** pupils in **Years 7, 11, 12 and 13** will be accommodated on site, as will the **vulnerable pupils** and the **children of critical workers** cohorts; **all other pupils** will be taught remotely.

Pupils will be organised as follows:

- **Year 7** and **Year 11** pupils will be taught their timetabled lessons in their timetabled classrooms. Work will be organised in advance should any of the Year 7 or Year 11 lessons need to be covered.
- **Year 12** (on the second day) and **Year 13 students** (on both days) will be taught their timetabled lessons in their normal classrooms. Students will be guided to the work to be completed in the event that their teacher is not available. Students will be able to work in the Sixth Form Centre and the Refectory.
- Pupils in **Years 8 to 10 (inclusive)** will be provided with [remote teaching](#) via [Microsoft Teams](#).
 - Vulnerable pupils and the children of critical workers who attend school will be supervised to access the remote learning *on site* via desktop computers in computer rooms. Please can these pupils *bring headphones* with them to plug into the school computers.
 - Pupils should log into Teams *before* the scheduled start of the lesson and staff will invite them in. Please let us know if you anticipate any IT issues with your son joining lessons remotely via helpdesk@ermysteds.uk and we will see if anything can be done to help.
 - Cover work will be collated beforehand by members of the leadership team and placed on Class Charts to cater for any staff absences on the day. Please note that the cover work may not relate to the scheduled lesson, but care will be taken to ensure this work is applicable to all pupils in the year group.

- Staff will be asked to deliver remote lessons of **50 minutes** in length (rather than the standard 60 minute lessons) to ensure a break from screens of at least 10 minutes between lessons for both staff and pupils.

Safeguarding

Mr Jackson, the Designated Safeguarding Lead (DSL), will be on site and all normal channels of communication will be open. The DSL will be supported by the Deputy DSL, or in the event of the Deputy's absence, the Headteacher.

Vulnerable pupils and children of critical workers

The Pastoral Team will contact the vulnerable pupils and children of critical workers (see Annex B on page 22, [here](#)¹, for the relevant definitions) who attended school on the last strike day and invite them in again.

If you declined the offer last time but would like your son to attend next Wednesday and Thursday, please email keyworker@ermysteds.uk to let us know. The school will contact all those who make a request to confirm whether or not it can accommodate your son.

School Meals

The Refectory will be open and providing food and drink for purchase at Break and lunchtime as normal.

I will write again if anything changes. Until then, thank you for your understanding.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'MJE.' with a large, stylized flourish underneath.

Michael Evans
Headteacher