



09 March 2023

Dear Parents/Carers

## Industrial Action on 15 and 16 March 2023

Further to my [letter on 23 February 2023](#), I am writing to update you on arrangements regarding the next planned dates for industrial action.

I had hoped that following the rounds of negotiations between the Government and the unions, a settlement would have been reached but, unfortunately, this is not the case and the next stage of the proposed strike action by members of the NEU remains set to go ahead. As I have outlined before, the dispute is not directed against the school itself, but is part of national, industrial action organised by the National Education Union (NEU).

You will remember from my last letter that members of the union are not required to share their intention in advance of the dates. This uncertainty makes planning a challenge. It also remains the case that members of other unions who are not involved in the strike action cannot be directed to cover for these members of staff.

Based on my knowledge of the total number of NEU members at Ashlyns, along with information regarding the attendance of staff during the previous round of action, I have undertaken a risk assessment to establish how many students can safely be accommodated and which year groups are likely to be most affected.

Therefore, on **Wednesday 15 March and Thursday 16 March** only students in the following year groups should attend school:

- **Year 13** (lessons only)
- **Year 12** (lessons only)
- **Year 7** (All Year 7 students should bring their PE kit)

Whilst we are unable to accommodate teaching for **Year 10 and 11 students**, should parents wish for students to be in school, we will look to provide an opportunity for independent study in a supervised space, such as the main hall. Please note, there may be limited capacity to accommodate these students on site. If you would like your child to access this, [please complete this form](#).

As on previous occasions for Year 7, there are also likely to be periods of the day when students' normal subject teachers are not available and independent, on site, study will be coordinated and supervised. It is expected that Year 12 and Year 13 can study independently where required.

We will be contacting separately the parents and carers of any Year 11 students who missed the recent trial examinations to arrange for them to be in school completing their missed exams.

Parents/carers who are critical workers and work for the NHS, emergency services or in education (and who are unable to make alternative arrangements for their children) should contact the school [using this form](#) so that we can consider how best to support these families. Please note, there may be limited capacity to accommodate these students on site.

In addition, we will contact the parents/carers of our most vulnerable students directly to make arrangements regarding additional support, which we will put in place.

All other students in Years 8, 9, 10 and 11 should study from home and work independently. Please note, those members of staff taking strike action will not be setting work, as advised by their union, but tasks will be provided centrally for all students directly through their Google Classroom.

Parents of students in receipt of Free School Meals will receive a Tesco voucher via email prior to the strike dates.

As I have previously outlined, coming to a decision to restrict access to any year group is never easy. However, my main concern must be the health and safety of our students and our capacity to supervise them accordingly. I know that making alternative arrangements for your child may be difficult and that this dispute means they will experience disruption to their education; should the situation regarding industrial action change between now and Wednesday 15 March, we will be in touch and place details on our website.

Thank you for your continuing support.

Yours sincerely

A handwritten signature in black ink, appearing to read 'J Shapland', with a stylized flourish at the end.

**James Shapland**  
**Headteacher**