



# Hayle Academy

26<sup>th</sup> June 2023

Dear Parents/Carers,

## Planned strike action at Hayle Academy on Wednesday 5<sup>th</sup> July and Friday 7<sup>th</sup> July 2023

As you will be aware from the recent media announcement, further national industrial action by the NEU is planned. Therefore, I'm writing to share our arrangements with parents and carers for Wednesday 5<sup>th</sup> July 2023 and Friday 7<sup>th</sup> July 2023 to enable you to arrange alternative childcare where needed. I will write separately regarding our plans for the final weeks of the term and for the new academic year but wanted to give as much notice and clarity as possible.

### Background

We have had confirmation from the NEU that members of this teaching union intend to take formal industrial action by participating in national strikes that will take place on the two specified days: Wednesday 5<sup>th</sup> July and Friday 7<sup>th</sup> July 2023.

This is an extension to the previous series of national and regional strike action taken by the NEU earlier this year. We continue to monitor the national developments closely.

As you will be aware, the strike action is in response to a national dispute around teacher and support staff pay as well as other issues around funding and recruitment. Teaching unions across England, including the NEU, are in dispute with the Department for Education regarding their request for teachers' pay to keep up with inflation and the cost of living.

The NEU has rejected the Government's most recent pay offer, which is why further strike dates have been confirmed. Other teaching unions have also rejected the Government's pay offer and are balloting their members to consult on possible future strike action.

### What will happen at the school during the strike?

We have conducted a risk assessment to ensure we can manage the school safely during this period of industrial action. Given the staffing levels we believe we will have on the two days, we expect we will be able to **partially open the school to one year group per day and to those students who attend our specialist ARB provision, and also provide for children with an Educational Health Care Plan (EHCP) and our most vulnerable children.**

On Wednesday 5<sup>th</sup> July, all Year 7 students will attend school as normal:

- All students in Year 7 are expected to attend school. This is compulsory. Any absence (e.g. due to illness) must be reported to the school using our normal absence procedures.
- **Year 7** will follow their normal timetable for the day wherever possible. Students should report to the hall on arrival for registration and they should arrive wearing **their full school PE kit.**

On Friday 7th July, all Year 10 students will attend school:

- All students in Year 10 are expected to attend school. This is compulsory. Any absence (e.g. due to illness) must be reported to the school using our normal absence procedures.
- There is a pre-planned scheduled visit to Penwith College on this day to support our students' with their post-16 pathways planning as part of their CEIAG curriculum. After careful review of staffing levels and our risk assessment, we will be in a position to continue to offer this provision. Therefore, most Year 10 students will be attending this visit and further details will be shared in a separate letter. For those students who are not attending the college on this day, they are expected in school as normal and will be following their timetable wherever possible and may have opportunities to work on coursework elements of their qualifications.

All other students (Years 8 and 9 for both days; for Year 7 and 10 on one day)

- Homework will be available on ClassCharts in line with our homework policy. If students need IT support with ClassCharts, please email on: [enquiries@hayle.tpacademytrust.org](mailto:enquiries@hayle.tpacademytrust.org)
- Students in Year 7 and Year 8 are expected to follow the daily home-reading programme, including reading for at least 20 minutes followed by a choice of activity in their reading log.
- Students in other year groups are also encouraged to spend at least 30 minutes reading a text of their choice - this could be fiction or non-fiction. If they do not have a text to read at home, they may wish to choose a text from our library in advance or can access texts remotely through our Borrowbox provision. For any further support, please contact our librarian, Miss Rice, via [mrice@hayle.tpacademytrust.org](mailto:mrice@hayle.tpacademytrust.org)
- Students in Year 10 who are currently working on coursework-based subjects in their Google Classroom, can use this time to continue to do so.
- Students can undertake additional Sparx Maths activities in addition to those that have been assigned as homework. If you have any queries about access to Sparx Maths, please contact Miss McKenzie via [lmckenzie@hayle.tpacademytrust.org](mailto:lmckenzie@hayle.tpacademytrust.org)
- Oak National Academy also has available a range of learning resources and videos that can support your child's learning from home: <https://classroom.thenational.academy/>
- BBC Bitesize contains a range of learning resources for subjects and topics: <https://www.bbc.co.uk/bitesize/secondary>

A document outlining the school's curriculum can be found attached to this email to provide additional information about the topics that your child is currently and has previously studied.

**SEND, ARB and student well-being**

- Our ARB will be fully open as usual to all students.  
Some students with an EHCP will be invited into school to work with the support of our SEND team. Our SEND team will contact parents individually to discuss your child's needs and the support we can provide. Alternatively, parents can contact Mr Woodward on [jwoodward@hayle.tpacademytrust.org](mailto:jwoodward@hayle.tpacademytrust.org)
- A small number of children who need the support of our school staff will also be invited to attend. We have limited capacity to offer this support and parents will be contacted directly by a member of our pastoral team where we feel a child needs to be in school.

## Critical Workers

We will only be able to be partially open on Wednesday 5<sup>th</sup> July and Friday 7<sup>th</sup> July on a much-reduced staffing model. There will be a 'tipping point' where we will be unable to even partially open and we are not able to offer supervision to children of working parents. If you feel your work is of critical importance on the day of the strikes (e.g. NHS, public safety and national security), please contact Mr Croker, Assistant Headteacher via [ncroker@hayle.tpacademytrust.org](mailto:ncroker@hayle.tpacademytrust.org) by 9am on Friday 30<sup>th</sup> June at the latest. We will consider all requests based on our projected capacity and staffing levels.

## Practical arrangements

- Buses will run as normal.
- Catering for students on site will be provided as normal.
- All students who are eligible for a Free School Meal will receive an electronic voucher in advance of the two strike days within a separate email. As before, this voucher covers both of the strike days.
- All after school activities are cancelled on this day.

## Picket lines

It is possible that staff may form a picket line outside the school. A picket line is where staff gather near the entrance to a workplace to protest in person, sometimes holding banners. Should this be the case, our Trust would wish to confirm that we support our staff's legal right to strike. All members of our school community are expected to continue to treat each other with respect and courtesy. I would like to remind parents that it is unlawful for people who are not members of staff at the school (or their union representatives) to join a picket line. We therefore ask parents and students to refrain from joining any picket line.

We have tried to give parents and carers as much notice as possible of these arrangements, and we appreciate that the unavoidable partial closure will be disruptive to children and families. We hope that parents will understand our need to ensure we can continue to operate safely on with a reduced number of staff available.

Truro and Penwith Academy Trust are working closely with union representatives to keep up to date with the situation, and we will inform you as soon as possible if arrangements have to change or if further regional and national strike days are confirmed.

If you have any questions, please don't hesitate to contact us on [enquiries@hayle.tpacademytrust.org](mailto:enquiries@hayle.tpacademytrust.org).

Thank you for your continued support and understanding.

Yours sincerely



Mrs Melissa Lock  
Headteacher