



Bishop's Hatfield Girls' School

Headteacher: Mr A Wood BA (Oxon), PGCE, MBA, NPQH
Woods Avenue, Hatfield, Herts AL10 8NL T: 01707 275331

Email: admin@bishophatfield.herts.sch.uk Website: www.bishophatfield.herts.sch.uk

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26th January 2023

Strike Action - Wednesday 1st February

Dear Parents/Carers,

This letter provides important details about the changes to provision on Wednesday 1st February as a result of the industrial action by members of the NEU. As stated in my previous letter, I will always do all I can to keep the school open but at the same time I must ensure that we have adequate staff to protect the health and safety of our pupils. Assessing the impact of industrial action is not easy and the following arrangements are the result of careful consideration, having taken advice from both the Department for Education and the Local Authority. Arrangements will differ between year groups as outlined below.

Years 7, 11, 12 and 13 - school remains open

School will remain open to these year groups and they **should attend as normal**. It is possible that during the course of the day some lessons will be covered by non-teaching staff or members of the Senior Leadership Team. I am not able to confirm which lessons these will be. All pupils should come prepared to complete independent work should no subject work be set. For Years 11,12 and 13 students should bring revision materials. Year 7 should bring a reading book to all lessons.

For 6th Form lessons students will not necessarily be notified in advance if their teacher is present or not. They should attend school as normal, including off-site lessons. If their teacher is absent then they should use the opportunity to conduct private study on site and should therefore bring any necessary study materials with them. Where appropriate we may authorise 6th Form students to go home to study once we are able to confirm a teacher's absence. This decision will only take place on the day.

There will be a canteen service at break and lunchtime, though the meal selection may be slightly reduced compared with what is usually on offer.

Years 8, 9 and 10 - school will be closed to these years

There will be **no lessons on site for these year groups**. They will be set remote tasks to complete at home that day. All students have access to Google Classroom and they should log on and access the work following their usual timetable. Teachers will not be delivering 'live' lessons but may be available to answer questions in the Google Classroom.

"This is an OUTSTANDING school" - Ofsted 2016



If no work is posted for a lesson then pupils should use the Department for Education's recommended provider of online learning, Oak National Academy. The website for this is linked here [Oak National Academy](#). Pupils can visit the Classroom pages and select lessons from a menu of subject choices. They can choose lessons linked to the current topics they are studying or lessons that revise topics previously learnt.

Free School Meals

Families of those pupils in receipt of Free School Meals will be provided with a Tesco voucher. This will be emailed to you separately.

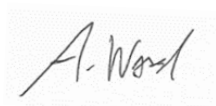
Context

We are aware that these arrangements will be inconvenient for some families. We also know that some of our pupils have specific needs and we will be in touch with those families separately to discuss whether special provision may be required for them on this date. Please do not contact the school requesting that your child has permission to attend school on that day as we cannot accommodate this safely.

The impact of this strike action will vary between schools, depending on the number of staff in the NEU. I have been liaising closely with all the local headteachers and we have each taken decisions based on our own information and contexts. This action will inevitably have an impact on pupils and families and I know that none of our staff would take the decision to strike lightly. The dispute is with the Secretary of State for Education rather than with the school itself and is in pursuit of a pay settlement that is more in line with inflation and where schools receive increased funding from the government to be able to afford this. The union's complaint is backed up by independent analysis by the Institute for Fiscal Studies which shows that there has been a long period of reductions in teacher salaries since 2010, when inflation is factored in. As I said in my previous letter, whatever view one takes of strike action it is important that parents and carers are aware that there is a crisis of funding, recruitment and retention in schools which is affecting **all** the schools in this area and across the country. This funding crisis is a cause of deep concern for our leadership team and the governing body. If you have concerns about the causes of this strike action I would urge you to contact your local MP to express them.

Finally, **there are further proposed dates for action: 1st March, 15th March and 16th March**. It is not possible to say at this stage whether the impact will be the same as on 1st February and I will write to you nearer the time once I am able to confirm arrangements in school. **Please make contingency plans for childcare on these dates.**

Yours sincerely,



Mr A Wood
Headteacher