



Bishop's Hatfield Girls' School

Headteacher: Mr A Wood BA (Oxon), PGCE, MBA, NPQH

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23rd February 2023

Strike Action - Wednesday 1st March

Dear Parents/Carers,

This letter provides important details about the changes to provision on Wednesday 1st March as a result of the industrial action by members of the NEU. **Please note that these are not the same as the last strike day on 1st February.**

As stated in my previous letters, 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 as staff do not have to inform the school of their intention to strike in advance and the following arrangements are the result of careful consideration based on the information available.

Years 10, 12 and 13 - school remains open as normal

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. Years 10, 12 and 13 students should bring revision materials that they can complete on their own at school.

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.

Please note that attendance is compulsory on this day for these year groups and absences will be marked as unauthorised unless we have notification of illness.

Years 7, 8, 9 and 11 - 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.

"Pupils flourish, and support each other to succeed" - Ofsted



Year 11 students have a Mathematics GCSE assessment on the afternoon of Thursday 2nd March and they should use time at home to prepare for this if they have any lessons where work has not been set.

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.

Further information

A reminder that the school is **closing at lunchtime on Thursday 2nd March to Years 7, 8 and 10**. This is to facilitate our Year 9 Options Afternoon. The timing of this is not ideal given the strike day but the Options Afternoon is a calendared event that requires a significant amount of planning and cannot be moved.

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.

As I have written previously, 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 both fully funded by the government and more in line with inflation. There is ample evidence that teacher salaries have declined in real terms over the last 10 years. The governors and leadership team of the school continue to be gravely concerned at the crisis of funding, recruitment and retention in schools which is affecting **all** the schools in this area and across the country. If you share our concerns about the causes of this strike action I would urge you to contact your local MP to express them. Even the shortest email or letter can have an impact and you may wish to refer to the evidence found in the IFS report into teacher pay here [What has happened to teacher pay in England? | Institute for Fiscal Studies](#). The MP for Welwyn Hatfield is Grant Shapps and he can be contacted as follows:

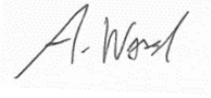
shappsg@parliament.uk

House of Commons
London
SW1A 0AA

Finally, **there are further proposed dates for action: 15th March and 16th March**. It is not possible to say at this stage whether the impact will be the same on these dates and I will write to you nearer the time once I am able to confirm arrangements in school. I am of course aware that some year groups have been affected more than others to date, although this has to be balanced against the need to prioritise those preparing for examinations this year. It is therefore likely that Year 11

will be expected to attend school on these two future strike days. **Please make contingency plans for childcare on these dates.**

Yours sincerely,

A handwritten signature in black ink that reads "A. Wood". The signature is written in a cursive style with a large initial 'A' and a smaller 'W'. The signature is centered within a light gray rectangular box.

Mr A Wood
Headteacher