



30<sup>th</sup> June 2023

I am writing to you regarding the next proposed industrial action by members of the National Education Union (NEU) and the implications of this for us here at John Mason.

The next days of industrial action, in the form of a strike, are scheduled for **Wednesday 5<sup>th</sup> July and Friday 7<sup>th</sup> July.**

**I am writing to inform you that on these two days the school will be closed for most students. The exceptions to this are the following:**

- All Year 12 Students will be expected in school, to facilitate their continued study. Where teachers are not available to teach their lessons they should continue with independent study time.
- The Welsh Farm trips scheduled for these days are unaffected by this as staff in the NEU have kindly agreed to continue their work.
- The Silver Assessed Duke of Edinburgh expedition due to leave on the 7<sup>th</sup> July is also not affected.

As explained in previous correspondence, we have spent some considerable time risk assessing the situation, as far as we know it, and have again come to the inevitable conclusion that we simply will not have enough teaching staff in school to ensure that all pupils will be kept safe. Members of the NEU make up a significant number of the teaching staff here and they have indicated to me that they will be exercising their legal right to take industrial action in the form of a strike on the above date.

Members of the other main teaching unions, have instructed their members not to take part in any activities that would contravene the strike action of other unions, such as covering lessons for colleagues who are striking, setting work on their behalf, or teaching classes that have been put together.

The situation is further compounded by the fact that teaching staff who have caring responsibilities for their own families have indicated that they may have to take time off school to look after their own children/dependents in the event that their own child's school is closed on this date as well.

It is apparent then, given the significant and overwhelming numbers of teachers who will not be available to teach, set work, cover lessons or perform duties, that we would in no way be able to keep our pupils safe, or supervise them adequately throughout an entire school day. The action by the NEU and the directed actions of other unions also mean that it is not possible for us to set



remote learning to the standard that parents would usually expect and that we were able to provide during the school closures during the pandemic.

However, pupils can complete homework and independent study on Google Classroom and via the numerous online platforms we provide e.g. Sparx Maths, Seneca, Carousel, GCSEpod, linguascope, Oak Academy and bedrock.

### **Children of Critical Workers**

In line with DfE guidance 'Emergency planning and response for education, childcare and children's social care settings' we are also offering provision for children of those deemed to be critical workers. The DfE guidance is clear in asking schools to prioritise places for children of NHS staff and other emergency services, to protect essential public services.

We will not be able to offer taught lessons, but will be able to supervise those pupils who are eligible whilst they complete their remote work. Places will be limited. Please let us know by the end of Monday 3<sup>rd</sup> July if this is required, by emailing [office.4126@johnmason.oxon.sch.uk](mailto:office.4126@johnmason.oxon.sch.uk) and we will let you know if a place is available.

### **Pupils eligible for Free School Meals (FSM)**

We are also working closely with our Catering Team to ensure that any pupils who are eligible for Free School Meals will be able to access a high-quality lunch as per their entitlement. Again, if any parent or carer would like to make use of this provision during the strike action, we will liaise with individual families to make this work. Please contact us by emailing [office.4126@johnmason.oxon.sch.uk](mailto:office.4126@johnmason.oxon.sch.uk)

Yours faithfully



Kirsty Rogers  
Headteacher

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