Cherry Oak School

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Dear Parents/Carers

As you may be aware from the media, the National Education Union (NEU), in accordance with the provisions of the Trade Union and Labour Relations Act 1992, are calling upon their members to strike. The proposed industrial action will take place on:

- Wednesday 1st February 2023
- Tuesday 28th February 2023
- Wednesday 15th March 2023
- Thursday 16th March 2023

The Department of Education and Ofsted will also be striking on the 1st February 2023.

There is a significant membership of NEU members at Cherry Oak, although we do not have an in-school NEU rep which means it's difficult to know the extent the strike will affect Cherry Oak's staffing levels. It's important to note that staff who are members of the NEU are not legally obliged to inform the Headteacher of their intention to strike.
In order to take appropriate steps to ensure the health, safety and wellbeing of all pupils, I, in consultation with stakeholders, have undertaken a risk assessment to determine if there will be the need for a full or partial closure on some or all of these days. Amongst other elements of operational risk, our assessment considered:

1. Whether there are likely to be enough suitably qualified staff to enable everyone to be safe.
2. Whether we are able to guarantee that pupil to staff ratios will be met.
3. Our ability to ensure that our emergency operational plans, including fire and evacuation procedures, will not be compromised.

As a result of this risk assessment, I'm deeply concerned at how low our staffing could become on Wednesday, meaning we will not be able to meet the three points listed above. As such the **school will be closed to pupils on the 1st February 2023 with the exception to selected Vulnerable Groups, (who will be contacted individually) and Acorns Class only. Pupils in all other class groups should not come to school on that day.**

If you are classed as a critical worker, and are unable to arrange childcare on 1st February 2023, please contact the school reception to see if any extraordinary provision can be provided.

We appreciate that industrial action is disruptive, and you may need to change your plans or working arrangements, whilst this action is ongoing. We will, of course, continue to monitor the arrangements in place and make modifications to improve support for pupils, wherever possible.

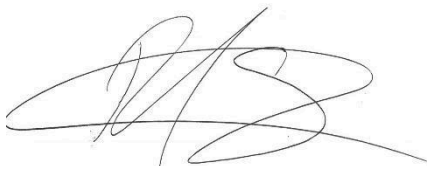
However, ensuring the health and safety of our students must take priority.

We will treat the strikes as individual instances and will, therefore, plan to make future decisions and inform parents no later than one week prior to each of the proposed strike dates.

Consequently, we will be communicating the implications of the next proposed strike date of Tuesday 28th February 2023, by Friday 17st February 2023.

Thank you for your continued support and understanding.

Yours faithfully



Ross Ashcroft
Headteacher