

Hele's School

A great place to learn. A great place to grow.



Thursday 9 March 2023

Dear Parent/Carer,

National Strike Action in Schools, Wednesday 15 and Thursday 16 March 2023 – Partial Closure of Hele's School

I write to confirm the response plan to mitigate the strike action declared by the National Education Union (NEU), which will take place initially on **Wednesday 15 and Thursday 16 March 2023**. A reminder that the strike is happening because of a national dispute between the unions and the government over Teachers' pay and conditions, and not because of any issues at our school.

In the event of a strike, the Department of Education requires the Headteacher to take all reasonable steps to keep schools open for as many students as possible, *whilst ensuring staff and students are not exposed to risks to their health and safety*. The priority is to safeguard those year groups who have examinations this summer and keep those groups in school as much as possible to support the final push to GCSE and A Level assessments. Beyond that ambition, we have ensured that every year group has been able to remain in school for at least 1 of the 4 strike days, with the rest being set meaningful work to complete remotely at home.

Our risk assessment for next week's strike action has been updated and details of the agreed plan are below:

	Wednesday 15 March	Thursday 16 March
We will remain open for all students in:	Year 9, Year 11, Year 12 and Year 13	Year 10, Year 11, Year 12 and Year 13
These groups will study remotely at home:	Year 7, Year 8 and Year 10	Year 7, Year 8 and Year 9

Expectations:

- Students in school will follow their normal timetable for the day (as far as possible).
- For those working remotely at home, work will be set centrally via ClassCharts. All set work should be completed to the best of a child's ability. Further details about the work and how to access it will be emailed to families early next week.
- **Vulnerable and SEND students in those year groups expected to work remotely from home are able to attend school with a bespoke timetable for the day.** If you are a parent of a vulnerable or SEND child we will contact you separately to confirm whether or not you require your child to attend or if you would prefer to supervise them working from home. Miss McNamara (SENDCo) can be contacted via mcnamara@heles.plymouth.sch.uk should you have any queries about SEND in the meantime.
- **For students working remotely from home who are eligible for free school meals**, an electronic voucher representing the cost of a school meal will be emailed to parents prior to the strike day.
- **For those on site on Wednesday 15 or Thursday 16 March:**
 - **All students should adhere to uniform and conduct expectations** – the behaviour policy still applies, and all aspects of the school continue as normal.

Principal: Justine Mason

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- **All students who are allocated to be school-based must attend** and absence will be followed up in the usual way. Pupil sickness absence will be reported through the usual channels.
- **Registration, assembly, break and lunch times will operate as normal** with appropriate supervision in place.
- **Catering will run as normal.**
- **All extra-curricular clubs and detentions are cancelled on Wednesday 15 and Thursday 16 March, with the exception of Year 11 Prep (Period 6),** which will run as normal from 3 – 4pm.
- **Students will register in their normal tutor rooms.**

We appreciate that industrial action is disruptive and you may need to change your plans or working arrangements whilst this action is ongoing. We understand your inevitable frustration, but we will of course continue to monitor the arrangements in place and make modifications where possible to improve support for students wherever we can reasonably do so.

Whilst unlikely, there remains a slight possibility that these arrangements may need to change at short notice. If the strike action is called off then we will confirm this as soon as we can, and in this eventuality the school will be open as usual to all students.

Thank you in advance for your support in navigating these challenging times.

Kind regards,



Justine Mason
Principal