



20 January 2023

Dear Parents and Carers

I hope this finds you well.

## Industrial action

I am sure you will have been following the news regarding the outcome of the teaching unions balloting their members about industrial action. The National Education Union have reached the point where they have a mandate for industrial action and have called for their members to strike on the following days.

**1<sup>st</sup> February:** All schools in England and Wales

**2<sup>nd</sup> March:** South-east and south-west England, and London

**15<sup>th</sup> and 16<sup>th</sup> March:** All schools in England and Wales

In order to ensure student safety in school, we anticipate the need to partially close the school on 1<sup>st</sup> February 2023 as we cannot be certain how many teachers will be choosing to exercise their right to strike on this day. Our plan is to open to students in year 7 and year 11 along with offering places to both our vulnerable children and those of key workers. Please complete the Teams form [here](#) if you are a key worker and you feel that you would like a place in school for your child on 1<sup>st</sup> February 2023. Mrs Payne will write to the parents of our more vulnerable students to make the necessary arrangements.

I will write to you again about arrangements for 2<sup>nd</sup> March 2023, and then again about 15<sup>th</sup> and 16<sup>th</sup> March.

Students who are not coming into school on the industrial action days will learn from home via Teams. All teachers not taking industrial action (this may be because they

are in a different union) will run their lessons via Teams from school at the usual lesson times. If a lesson does not run because a teacher is taking industrial action, students should use their knowledge banks and self-test key knowledge and information or use the time to prepare for forthcoming assessments using the material already posted on Teams.

I thank you in advance for your understanding and support as we navigate this difficult time. Colleagues who decide to take industrial action over the coming weeks do not have a grievance with the school and would not have taken the decision to strike lightly. I should like to thank you for respecting their decision to act in the way they see fit.

### **LGBTQ History month**

You will remember that I wrote to you previously about our involvement in LGBTQ History month. I can now confirm that we have a number of events and activities planned across the month. As always, students can decide if they would like to be involved in the extra-curricular activities at lunchtime.

- Assembly managed and led by our Head Student Team
- Mufti day 'Be you event' on 10<sup>th</sup> February 2023, fundraising for the [Just like us charity](#)
- 'I am beautiful because' event in the library run by Head Student Team
- A debate around the current issues relating to LGBTQ run by our debating lead, Eleanor, who is in year 12
- LGBTQ themed lunch on 23<sup>rd</sup> February
- The library team will produce a recommended reading list based on LGBTQ themes. The list will be published on the website in due course.

### **Yr12 parents evening**

Year 12 parents' evening is scheduled for 2<sup>nd</sup> and 9<sup>th</sup> March. There may be some teachers taking industrial action on the 2<sup>nd</sup> March which would prevent them from running parents' evening on this day. Those teachers unable to run parents evening on 2<sup>nd</sup> March will hold their meetings on 9<sup>th</sup> March. Other teachers may be holding meetings on either the 2<sup>nd</sup> or 9<sup>th</sup> March, and in some cases, on both evenings. There will be further communication about these evenings and details on how to book an appointment. The parents evening will continue to be run online.

## **Child employment.**

We thought parents and carers would find it helpful to review the restrictions on child employment and I include below information from the Government about restrictions on employment and the responsibilities placed on parents and employers. Please see the link below for further information.

[Child employment: Restrictions on child employment - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

## **Young Carers**

Many young people qualify as Young Carers. Identifying Young Carers in our school community is necessary so we can assess need and signpost to support when needed. The definition of a young carer is as follows:

“A young carer is someone aged 18 or under who helps look after a relative who has a condition, such as a disability, illness, mental health condition, or a drug or alcohol problem. Most young carers look after one of their parents or care for a brother or sister. They often do extra jobs in and around the home, such as cooking, cleaning, or helping someone to get dressed and move around. Some children give a lot of physical help to a brother or sister who is disabled or ill. Along with doing things to help their brother or sister, they may also be giving emotional support to both their sibling and their parents.” *(adapted from NHS).*

If you believe your child is a Young Carer can you please contact Miss Joynes by email [shellie.joynes@phsg.tsat.uk](mailto:shellie.joynes@phsg.tsat.uk) so we can add your child's name to our register and support can be made available if needed.

Very best wishes



**Simon Underdown.**  
**Headteacher.**