



26<sup>th</sup> January 2023

Dear Parents/Carers

### **Re: Planned Industrial Action**

You may be aware that industrial action is being planned by teaching unions as a consequence of ongoing disputes with the Wales and UK governments. This dispute has been widely reported in national media.

The National Education Union (NEU) has advised schools of their intended industrial action which is planned for:

- **Wednesday 1<sup>st</sup> February 2023,**
- **Tuesday 14<sup>th</sup> February 2023,**
- **Wednesday 15<sup>th</sup> March 2023, and**
- **Thursday 16<sup>th</sup> March 2023.**

The planned industrial action has arisen as a consequence of a national dispute with government, rather than any matter relating to our school. However, we understand that the NEU has called upon its members to 'strike' on those days, which means that they will not be available for work.

I regret to inform you that **Bryntirion Comprehensive School will be closed to all pupils on Wednesday 1<sup>st</sup> February 2023.** This is because we are unable to guarantee the level of staffing required to maintain a safe and ordered environment. At this stage, I am unable to confirm the position for the other dates. However, we will review the situation and update you with our intentions well in advance of the next day of action.

The decision to close the school to pupils has been taken in consultation with the Chair of Governors, and has not been taken lightly. To arrive at this decision, the school has worked closely with the Local Authority Directorate, reviewed HR advice, considered the views of other professional associations, and consulted with all local secondary schools via the Bridgend Association of Headteachers (BASH).

It is worth noting that schools (as employers) are bound by specific rules and regulations linked to any industrial action taken. For example, lessons cannot be covered by non-striking staff, or by supply teachers through agencies. This also applies to supervision. Furthermore, schools are not able to know in advance the exact figure, names or description of staff (teaching or non-teaching) who will participate in industrial action.

Schools are not permitted to redistribute the duties of absent staff to those who are in different unions. This includes the supervision of children, either in person or remotely, outside their normal working terms and conditions. For these reasons, staff



attending work as normal will not be able to provide work for your child to complete at home. We therefore recommend the following:

**Pupils in Years 9 – 13** can access materials from the WJEC website for the purpose of revision. These include knowledge organisers and past-paper questions. By following their normal school timetable, pupils can prepare revision materials and/or complete tasks in readiness for the summer exams. GCSE pupils can also access online resources from MathsWatch, the Oak Academy and BBC Bitesize.

Here are some useful links:

- [Student Support \(wjec.co.uk\)](https://www.wjec.co.uk)
- [All subjects - Key Stage 4 - Oak National Academy \(thenational.academy\)](https://www.thenational.academy)
- [GCSE - BBC Bitesize](https://www.bbc.com/bitesize)


**Pupils in Years 7 and 8** can work on any ongoing home-learning tasks and assessments, catch up any work missed due to any previous possible absence, and make sure their books are as well-presented and up-to date as possible. In addition to this pupils in these year groups can also make use of the materials available on MathsWatch and BBC Bitesize: [GCSE - BBC Bitesize](https://www.bbc.com/bitesize). Other specific activities may already be available via class resources on TEAMS.

We also recommend that our students plan some time for wellbeing, whether that be a walk in the fresh air, time with friends, or just time to relax.

**Pupils normally entitled to free school meals are able to collect a packed lunch from the school canteen on the 31<sup>st</sup> of January. This is in lieu of lunch for the 1<sup>st</sup> of February 2023, this will contain a sandwich and pieces of fruit.**

We will continue to work closely with our local union representatives to keep up to date with the situation and notify you once further updates are made available. In the meantime, I regret that you will have to make alternative arrangements for your child on this day, and that they will experience disruption to their education. I fully understand how frustrating this situation is, particularly for those sitting external exams this summer.

Yours sincerely



RK Pawar - Headteacher

