



CANTONIAN HIGH SCHOOL

THE BEST FROM EACH, SUCCESS FOR ALL
Y GORAU O BOB UN, LLWYDDIANT I BAWB

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Headteacher: **Mrs D Gill**
Pennaeth:

Head of School: **Mr G Jones**
Pennaeth yr Ysgol:

16 February 2023

Dear Parents/Carers

NEU Strike Action – Thursday 02 March 2023

As you are probably aware from media coverage, there are a number of ongoing disputes between UK and Welsh Government and a range of public sector trade unions.

Teachers in Wales have rejected a renewed pay offer from the Welsh Government and the National Education Union (NEU) has notified schools of their intention to take industrial action on Thursday 02 March 2023, with further planned action on:

- Wednesday 15 March 2023; and
- Thursday 16 March 2023.

Therefore, I regret to inform you that the school will be closed to all pupils on Thursday 02 March 2023. Consequently, please do not send your child to school on this day.

The decision to close the school to pupils has not been taken lightly and I appreciate that a further closure day due to staff striking may be frustrating to you. However, in coming to a decision of this nature, I have sought independent HR advice, applied guidance from the local authority and trade unions.

My primary consideration is the health and safety implications of a large proportion of our staff population being absent from work which would leave pupils unsupervised.

Schools (as employers) are bound to specific rules and regulations linked to any industrial action taken. This means that, on these days, we are not permitted to:

- know in advance the exact figure of staff who will participate in the industrial action to assist with our management of the disruption. However, based on the membership information provided to us by the trade unions, we have prepared for the expectation that a significant number of our teaching staff are affected;
- recruit agency staff to substitute those staff missing. In practical terms, this would require us to attract a significant number of staff for these days. However, there are legal restrictions on this since it may be interpreted as a breach of the European Convention on Human Rights, which affords individuals the right to form and join trade unions for the protection of their interests;
- redistribute the duties of those staff absent on staff who are in different teaching and/or leadership unions. This includes the supervision of children and/or preparation of work for children, either in person or remotely, outside of their normal working terms.

For the reasons cited above, those staff who will attend work on this day will not be able to provide work for your child which is why we are only able to signpost them to websites for them to undertake independent study which can be found below.

Online Resources: Some subjects have general resources on Teams

Key Stage 3 (Years 7 to 9)

BBC Bitesize: <https://www.bbc.co.uk/bitesize/levels/z4kw2hv>

Key Stage 4 (Years 10 and 11)

BBC Bitesize: <https://www.bbc.co.uk/bitesize/levels/z98jmp3>

WJEC Resources: <https://resources.wjec.co.uk/default.aspx>

Key Stage 5 (Years 12 and 13)

WJEC Resources: <https://resources.wjec.co.uk/default.aspx>

We will continue to work closely with our local staff union representatives to keep up-to-date with the situation and I will notify you, once further updates are made available to me.

Once again, I am sorry that you may have to make alternative arrangements for your child on this day, and that they will experience disruption to their education. However, I hope you appreciate that following local authority guidance, I have to act to ensure the health and safety of the school community whilst on site.

Yours sincerely



DIANE GILL
Headteacher