

Dear Parent,

I am writing to you once again to explain the impact of the national industrial action being taken by the National Education Union following the unresolved disputes with the Department for Education. I am fortunate to enjoy excellent working relationships in our school with colleagues in that union and I know it is a decision that each staff member has not taken lightly. Our staff have been willing to give an indication of their intentions and based on this I am writing to share with you that school will only be partially open on the following dates:

**Wednesday 5<sup>th</sup> July**

**Friday 7<sup>th</sup> July**

On these days, school will only be open to Y10 and Y12 students. **Students in Y9 will receive their education remotely where their staff are not taking action.** Unfortunately, I am not allowed to disclose the details of staff taking action. I realise that many parents will wonder why we still need to partially close, now that Y11 and Y13 have completed their studies and created spare capacity within the teaching team. To answer that, I thought it would be useful if I outlined below the rules around trade union action that I have to follow, when ensuring the school is able to safely and purposefully provide an education.

- I cannot compel teachers or staff who are not normally responsible for classes to cover for classes where teachers are taking action. This means that the only staff I can use to supervise groups where the normal teacher is not available are the Senior Leadership Team (who are employed on different contracts).
- The Senior Leadership Team, plus any supply staff we can secure (please remember that all schools will be trying to secure supply staff) will give me a maximum number of groups that we can cover safely.
- I cannot compel colleagues who are taking action to set work, nor can I require a colleague not taking action to set work for a class that is not their own. Therefore, where children are in school but their teacher is not, it is difficult to provide meaningful lessons.

We recognise and apologise for the inconvenience that this may cause for some parents, but our responsibility is to the safety and wellbeing of pupils which, in light of the reduced number of staff available, we would be unable to appropriately supervise a normal school day. Please ensure that appropriate arrangements are in place for the days of strike action as you will not be able to send your Y9 child to school.

We will keep you up-to-date with any further news. In the event that negotiations between the government and the Education unions see the strikes called off or postponed, the school will be able to open as normal. If your child is entitled to a free school meal, we will be happy to provide packed lunches which can be collected on Tuesday before they leave – please contact reception to arrange this.

If you have any questions, please contact the school office.

Yours sincerely



Simon Maxfield

Headteacher

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