



**Thursday 12th December 2024**

Dear Parents/Carers,

As mentioned in my letter yesterday, I had a lengthy meeting today with the NEU union representative and school governors to discuss the industrial dispute again to try to reach an agreement to end the strikes.

We have had constructive discussions between the school leadership and the union representative mediated by governors with all points on the letter from the NEU announcing strike dates being discussed with an amicable resolution proposed. The union representative is happy to take the outcomes of the meeting back to members with the aim of bringing the dispute to a close. Issues raised by members around leadership and governance should now be addressed through increased communication and addressing any misunderstandings from members.

The meeting this morning concluded amicably and the school remains hopeful that the dispute will be resolved successfully and the days of strike action next week removed. The Union representative is not meeting members until Monday afternoon and so the school will not be informed whether the strike dates have been removed until Monday afternoon (16th December). As soon as I am informed I will contact parents to let you know.

I wrote to you on 5th December to outline the reasons why the NEU members have announced strikes, and the action the school had taken. I have added this below and shown the additional items from the meeting today.

1. The formatting of development plans that have been in place and agreed since 2019 to be amended to include a section for staff to identify workload issues. This has been put in, but they would like it in a different column.

***The school agreed to work on an example with a subject leader to see what was the most effective and efficient way to outline their perceived workload issues.***

***Mr Phillips will write up a plan on paper (by 13/12/24) so the school can support him with electronic formatting. Once this is completed (by 16/12/24) Mr Phillips will fill in the template to demonstrate what he is referring to regarding the formatting.***

2. Staff wanted confirmation that there was no expectation to use seating plans in classes as school. The school leadership had promoted the use of seating plans to help better identify students and specific needs in the classroom.

***The school confirmed it remained optional but was highly recommended.***

***There will be a statement in the teaching and learning policy about how staff who choose not to use seating plans should be able to identify how they target students for support, questioning and assessing progress.***

3. The school to confirm that teachers are not required to carry out admin tasks.  
***The school agreed a regular email could be sent to confirm that teaching staff were not required to carry out admin tasks.***  
*The school agreed to email all staff on 4/1/25 and 22/4/25 to confirm the wording regarding admin tasks as set out in the standard teachers pay and conditions document (STPCD).*
4. A stress management audit to be carried out on all staff in the school. The school worked with the NEU to agree which stress management audit to use.  
***This has been sent for staff to complete.***
5. That staff were raising issues over workload, due to setting cover lessons for absent colleagues.  
***The school agreed to confirm in an email that subject specialist teachers are not obligated to set cover work for absent colleagues, and if they do it is out of their choice.***  
*The cover work being set is as per the policy. If the persons responsible for setting the cover are all absent then it is the SLT line manager's responsibility to set the cover work.*  
***The cover policy is due for review in the Spring Term and this will be added as part of the update.***  
*Where there are complexities in the interim staffing structure the school will agree to review this when updating the cover policy and review the possible workload reduction solutions.*
6. Part-time English leadership responsibility post to be advertised.  
***The post was advertised in November.***  
*The school confirmed the post was advertised in November before the strikes from the NEU were announced. This followed a lengthy period of thorough staff consultation with the English Head of Curriculum and part time post holder.*
7. NEU members raised an issue that link governors coming into school was creating additional workload. School visits are an essential part of good governance and custom and practice in all schools. The governors agreed to share template reports and the model structure of a visit.  
***The school confirmed governors were not there to make judgements on teaching or to be involved in operational matters.***  
***The school agreed to a governor coming to school to explain the role of link governors to all staff in Spring term.***
8. The NEU wanted to make some minor changes to policies ratified by governors during 2024.  
***The school is using Waltham Forest model policies, but the school met with the NEU representative and the school agreed to take the simple changes to the governor's meeting on 11th December.***  
***The school also agreed to review other policies in the Spring term.***  
***The policies were ratified with adjustments at the governors meeting last night.***

As the school will not be informed until Monday afternoon whether the strikes will be removed next week, we have to assume they are going ahead until we are told otherwise. Due to the late notice we will get I have attached the plan for next week below, in case for any reason the industrial action is not removed.

**The school will be open to some students on different days this week on the following days/ times:**

If your child's year group is due to be in school, they should arrive at 8:45am. They will be dismissed at 1:15pm and allowed to collect a packed lunch before they leave. As always, the school will be open to vulnerable students in ANY year group who need to come to school. Please contact the main office if your child needs to be able to be in school and have a place to be able to work in school.

<u>Date</u>	<u>Year 7</u>	<u>Year 8</u>	<u>Year 9</u>	<u>Year 10</u>	<u>Year 11</u>
17/12/24	In school	In school	Work will be set online	In school	Work will be set online
18/12/24	In school	Work will be set online	In school	Work will be set online	In school
19/12/24	Work will be set online	In school	In school	Work will be set online	In school
20/12/24	In school	Work will be set online	Work will be set online	In school	In school

Yours faithfully,



Mr. Silk  
Headteacher