

PRINCE HENRY'S HIGH SCHOOL

An "Outstanding" Academy for Students aged 13-18

Headteacher: Dr A A L Evans BSc(Hons), PhD



26th January 2023

Dear Parents and Carers

I am sure you will be aware from the media and my letter last week, that one of the teaching unions (the NEU) has declared that industrial action will take place across four days:

- Wednesday 1st February 2023
- Wednesday 1st March 2023
- Wednesday 15th March 2023
- Thursday 16th March 2023

It is important to understand that the proposed industrial action has nothing to do with Prince Henry's, but is part of a national dispute between the unions and the government.

The Senior Team has been working closely with the teaching union representatives and we need to ensure a careful balance between respecting the decision of staff who undertake industrial action, whilst ensuring that staff who are not taking industrial action are not overwhelmed as we seek to minimise the disruption to education as far as possible.

The government has advised schools that 'employees are not required to tell their employers whether they intend to take strike action'. However, I am grateful that those colleagues at Prince Henry's who currently plan to take industrial action have made me aware of their intention. I can assure you that colleagues are not taking their decision lightly, because they are very aware of the disruption that will be caused to education. In my discussions with colleagues, they were keen that I make clear to parents and carers they are not taking action against Prince Henry's. Their industrial action is against government policy because the pay award recommended for the teaching profession has not been fully funded, and therefore the balance of the money to fund the agreed pay award has to come from the core school budget. Inevitably, this diverts precious resources away from children's education.

In relation to the nature of the school timetable, where teachers teach across all year groups and populations within year groups, the only practical way of managing the school day under these circumstances is by looking at entire year groups, rather than how teacher absence on a strike day will affect the individual timetables of almost 1,300 students.

Due to the open dialogue with teaching colleagues, I am aware that a significant number of teachers will be taking industrial action on 1st February 2023. We have checked our capacity for keeping the school open and ensuring the safety of students and staff on site, and have concluded that this can only be achieved by a partial closure of the school. Therefore, students in Years 9, 10 and 11 (with some exceptions highlighted below) will be asked to stay at home on Wednesday 1st February 2023. The school has enough staff capacity to manage students in Years 12 and 13, but there may be disruption to their normal timetable if they are due to have lessons with absent teachers. Students in Years 9 - 11 who have been asked to stay at home will be able to access work through Show My Homework, as they would do for study at home. Sixth Form students will have a blend of private study and lessons by any of their teachers who are not taking industrial action. Students who are required to stay at home will not receive absence marks on their attendance records. However, students in Years 12 and 13 who do not attend school on 1st February will be marked as absent in the usual way. School bus services will operate as normal, as will the school canteen. Any Year 9, 10 or 11 students who would be entitled to a Free School Meal, but will not be in school on 1st February can collect the

Victoria Avenue, Evesham, Worcestershire WR11 4QH

t: 01386 765588 • f: 01386 40760 • e: enquiries@princehenrys.worcs.sch.uk • www.princehenrys.worcs.sch.uk

The Prince Henry's High School Academy Trust trading as Prince Henry's High School, registered as a company in England and Wales at the above address. Reg No 07512962

Working in collaboration with Bredon Hill and St Egwin's Middle Schools

cash equivalent from Mrs Shephard in the LRC on Monday 30th or Tuesday 31st January between 8.30-9.30am, and 11.30-11.45pm.

Exceptions

- **'We Will Rock You' Cast, Dancers and Band:** Any student in any year group involved in the production of 'We Will Rock You' will be required to attend school, as rehearsals will be taking place all day. Mrs Cook and Mr Bullas will send out further information in relation to this.
- **DT Food Practical Exams:** Any student involved in the DT Food Practical exam scheduled for 1st February will be required to attend school. Mrs Cox will send out further information in relation to this.
- Heads of Year will be in touch with parents/carers where there are exceptional circumstances for children to be in school.

It is too early to say how the school will be managed in respect of the planned action on 1st March, and therefore I will write to you again nearer the time.

However, in discussions with the union reps at the school, we have also moved the intended online Year 9 Parents'/Carers' Evening from Wednesday 1st March to Tuesday 28th February 2023 to ensure that parents/carers will have the opportunity to speak to as many of their child's teachers as possible.

As ever, thank you for your continued support.

Yours sincerely



Dr A Evans
Headteacher

