

23 February 2023

Dear Parent

NEU Industrial Action

As per my last letter regarding industrial action, there are three further days of strike action planned:

- Wednesday 1 March 2023
- Wednesday 15 March 2023
- Thursday 16 March 2023

Please see below the arrangements for the second day of action, 1 March, 2023, which are the same as on 1 February 2023:

- The expectation on me as the Head, is to ensure that as many students as possible are educated safely on the day.
- We do not at this stage know how many staff will be taking strike action: they are well within their rights to withhold this information until the day of the strike.
- The rationale behind our plan for the day remains that younger boys will, on average, have less well-developed skills in independent and on-line learning. As they have many more subjects there is a greater likelihood of their having a number of taught lessons on the day.
- Older students have plenty of work to do and will be expected to show self-discipline in preparing themselves for exams by attending taught online lessons and working independently when this is not possible. With the smaller number of subjects studied, particularly in Sixth Form it is very possible that a student could commute to and from school and have no lessons. I do not regard this as an ideal use of their time.
- We have aimed to provide adequately for vulnerable students and those of critical workers (please see final page).

Attendance

- Attendance for all students working from home online will be recorded by an MS Form on the Form Tutor Bulletin which is emailed out in the morning & attendance also recorded during each live lesson throughout the day.
- Please email attendance as usual on attendance@rgshw.com if your child is unwell and unable to attend school or online learning.

The plan is therefore:

Boarders at RGS

The Boarding House will remain open and will run its normal activities including those that run in the afternoon and evening. Students in Years 7 and 8 will attend school as normal. Students in Years 9-13 will have the option of attending online lessons in school or within the Boarding House.

Year 7 and 8

- The school will be open
- The reason is that we take the view that students of this age will be less experienced at working on-line and may not make the most of a day at home.
- If their teacher is working, they will be in school and normal lessons will take place.
- If their teacher is striking, students will be directed to a supervised space and will work on subject specific materials on <https://senecalearning.com/en-GB/>.
- Students **must** bring all books/equipment for the day, their Chromebook/iPad and a reading book.
- Students **must** bring ear pods/headphones.
- Devices **must** be fully charged at home the night before.
- Lunch - The restaurant will offer a slightly reduced service on this day.

Year 9 – 13

- Students will work from home.
- The reason is that there is more likelihood of a disrupted day due to fewer subjects being studied. We feel that students of this age should have sufficient self-discipline to work on-line from home.
- If their teacher is working, the lesson will take place on Teams. This will be a 'live lesson' and may/may not contain video/audio elements. *NB: Students must cooperate with teacher requests regarding the use of cameras and microphones.*
- Teachers who are working will indicate this to their students on their class Teams at the start of the day.
- If their teacher is striking, it is unlikely that work will have been set. Students should undertake subject-specific private study for the duration of the lessons and/or work on subject specific materials on <https://senecalearning.com/en-GB/>.
- Students should aim to find a quiet place to work and take a break at the normal times.

Students classed as 'vulnerable'

- If your child is classed as vulnerable and we feel it would be more beneficial for them to be in School than at home, we will contact you directly. If you have not heard from us and you wish for your child to attend, please contact Mr Eve & Mr Durning on jne@rgshw.com & dpd@rgshw.com, by 08.00 Tuesday 28 February, and we can make arrangements for them to be in school.
- Students must bring all books/equipment for the day, their Chromebook/iPad and a reading book.
- Students must bring ear pods/headphones.
- Devices MUST be fully charged at home the night before.
- Lunch - The restaurant will offer a slightly reduced service on this day.

Students that are children of key/critical workers

- If your son attended as a key/critical worker, we will assume that he will also attend on this day. Please email office@rghw.com if this is NOT THE CASE.
- If your son did not attend as a key/critical worker, but you would like him to on this occasion, please email office@rghw.com.
- Students must bring all books/equipment for the day, their Chromebook/iPad and a reading book.
- Students must bring ear pods/headphones.
- Devices MUST be fully charged at home the night before.
- Lunch - The restaurant will offer a slightly reduced service on this day.

Trips, parents' meetings, fixtures

- The Management Conference **will go ahead**.
- Sports fixtures / practices - your son will be informed by the department concerned.

As you will be aware this is the second of four planned strikes; we will review the measures taken and use this to inform what can be achieved safely going forward.

DfE guidance on Critical / Key Workers

Parents whose work is critical to an emergency response include those who work in health and social care and in other key sectors outlined in the following sections. If exceptional circumstances mean that attendance is temporarily limited, children with at least one parent or carer who is a critical worker can go to their setting if required, but parents and carers should keep their children at home if they can.

Health and Social Care

This includes, but is not limited to, doctors, nurses, midwives, paramedics, social workers, care workers, and other frontline health and social care staff including volunteers; the support and specialist staff required to maintain the UK's health and social care sector; those working as part of the health and social care supply chain, including producers and distributors of medicines and medical and personal protective equipment.

Education and Childcare

This includes:

- childcare;
- support and teaching staff;
- social workers; and
- specialist education professionals.

Key Public Services

This includes:

- those essential to the running of the justice system;
- religious staff;
- charities and workers delivering key frontline services;
- those responsible for the management of the deceased; and
- journalists and broadcasters who are providing public service broadcasting.

Local and National Government

This only includes those administrative occupations essential to the effective delivery of:

- an emergency response; and
- essential public services, such as the payment of benefits including in government agencies.

Food and other Necessary Goods

This includes those involved in food:

- production;
- processing;
- distribution;
- sale and delivery; and
- those essential to the provision of other key goods (eg hygienic and veterinary medicines).

Public Safety and National Security

This includes:

- police and support staff;
- Ministry of Defence civilians;
- contractor and armed forces personnel (those critical to the delivery of key defence and national security outputs and essential to an emergency response);
- fire and rescue service employees (including support staff);
- National Crime Agency staff; and
- those maintaining border security, prison and probation staff and other national security roles, including those overseas.

Transport

This includes those who will keep the air, water, road and rail passenger and freight transport modes operating during an emergency response, including those working on transport systems through which supply chains pass.

Utilities, communication and Financial Services

This includes:

- staff needed for essential financial services provision (including but not limited to workers in banks, building societies and financial market infrastructure);
- the oil, gas, electricity, and water sectors (including sewerage);
- information technology and data infrastructure sector and primary industry supplies to continue during an emergency response;
- key staff working in the civil nuclear, chemicals, telecommunications (including but not limited to network operations, field engineering, call centre staff, IT and data infrastructure, 999 and 111 critical services);
- postal services and delivery;
- payments providers; and
- waste disposal sectors.

Guidance on critical workers, taken from 'Emergency planning and response for education, childcare, and children's social care settings' (Oct 2022).