

Dear Parents and Carers

**Planned strike action at Penrice Academy on:  
Wednesday 15 and Thursday 16 March 2023**

I'm writing to give you as much notice as possible about our arrangements for Wednesday 15 and Thursday 16 March 2023 to enable you to arrange alternative childcare where needed.

**Background**

We have had confirmation from the NEU that members of the union intend to take formal industrial action by participating in a strike which will take place on Wednesday 15 March and Thursday 16 March 2023.

The strike action is in relation to a national dispute around teachers and school staff pay. I wanted to take this opportunity to further explain the dispute and to also outline the school's plans during the strike.

**What is the dispute which has led to the strike?**

As you may know, teaching unions across England and Scotland, including the NEU, are in dispute with the Department for Education regarding their request for teachers' pay to keep up with inflation and the cost of living.

**What will happen at the school during the strike?**

We have conducted a risk assessment to assess how we can manage the school safely for staff and students during this period of industrial action. Given the staffing levels we believe we will have on the day, we feel we are able to partially open the school to **Years 10 and 11 on Wednesday 15 March and Years 7 and 11 on Thursday 16 March.** We will also accommodate some SEND children and safeguard our most vulnerable young people. We may also be able to offer supervision to children from financially vulnerable families.

**Students who will attend school:**

Year 11 have been prioritised to attend school as they have public examinations this summer.

Year 11 students will have a combination of prompt exams and revision workshops. Year 7 and Year 10 students will follow their normal timetabled lessons. All students should report to their tutor rooms as normal for registration and in full school uniform. Some classes may need to be combined and supervised by a non-specialist teacher or a member of senior staff.

Students must attend school as planned on both days (i.e. Year 10 and Year 11 students on Wednesday 15 March and Years 7 and Year 11 students on Thursday 16 March) as the Department for



Find Your Future

Pride

Respect

Success

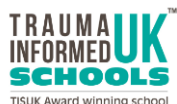
**Headteacher:**

**Lucy Gambier**

Charlestown Road  
St Austell, Cornwall  
PL25 3NR

**44 (0)1726 72163**

**enquiries@penrice.org.uk**  
**www.penrice.org.uk**



**LEARNING TOGETHER**  
CORNWALL EDUCATION LEARNING TRUST

Part of Cornwall Education Learning Trust, a company limited by guarantee. Registered in England and Wales at Atlantic Centre, Trenance Leisure Park, Newquay, Cornwall, TR7 2LZ. Number 07565242. An exempt charity.

Education expects all school-registered children of compulsory school age to be in attendance on school opening days.



Find Your Future

### **All other students (Year 8 & 9) and days certain year groups are not in school**

Years 7 – 10: On the day students are not planned to be in school, as always, tasks and homework will be available on Satchel One for most subjects, and especially in English, Maths and Science. Students are expected to spend a maximum of 60 minutes on each session.

If you need IT support with Satchel One, our team are available to support you by email on: [IThelpdesk@penrice.org.uk](mailto:IThelpdesk@penrice.org.uk)



### **Learning Centre and Student Family Centre**

Some students will be invited into school to join our Learning Centre and Student Family Centre. You will hear from the SEND or Safeguarding teams directly to arrange this provision with you over the coming week.

### **Critical Workers / Financially Vulnerable Families**

We will be opening on Wednesday 15 and Thursday 16 March on a much-reduced staffing model. If you feel your work is of critical importance on the day of the strikes (e.g. NHS, public safety and national security), or if the school closure will cause your family financial hardship, please request a place by completing this form by clicking on the link by 8.00am on Monday 13 March 2023.

<https://forms.office.com/e/thUaJgbDQe>

### **Practical arrangements**

- Buses will run as normal.
- Catering for staff and students will be provided in the school canteen as normal.
- Students in who are entitled to Free School Meals have already been issued a voucher (prior to the last strike day on 2 March) for the one day they are not in school. A further voucher will be issued for students in Years 8 & 9 prior to the strike days to cover their second day of not being in school.
- After-school activities are cancelled on this day (with the exception of Year 11's after-school revision sessions).

### **Picket lines**

Some staff might form a picket line outside the school. A picket line is where staff gather near the entrance to a workplace to protest in person and they may be holding notice boards or banners. If this is the case, I would like to take this opportunity to inform all students and parents that, as a Trust, we support our staff's legal right to strike.

Part of Cornwall Education Learning Trust, a company limited by guarantee. Registered in England and Wales at Atlantic Centre, Trenance Leisure Park, Newquay, Cornwall, TR7 2LZ. Number 07565242. An exempt charity.



Please ensure that any interactions you have with staff are as courteous and respectful as they would be on any other day.

I would also like to remind you that it is unlawful for people who are not members of staff at the school (or their union representatives) to join a picket line. We therefore ask parents or carers or pupils to refrain from joining any picket line.

We have tried to give parents and carers as much notice as possible of these arrangements, as we appreciate that any closure or partial closure is disruptive to you, for which we apologise. We hope that you understand we have not taken these decisions lightly and had to take decisions to secure the health and safety of your child and any non-striking staff in consideration of anticipated heavily reduced numbers of staffing.

I understand that this situation may be frustrating and ask that all members of our school community continue to treat each other with politeness and respect. Penrice Academy remains committed to providing a safe and secure learning environment for everyone. Lastly, I want to take this opportunity to reiterate that your child's education is important to all staff at Penrice.

We are working closely with our union representatives to keep up to date with the situation, and I will inform you as soon as possible if arrangements change further.

If you have any questions, please contact the school as usual: [enquiries@penrice.org.uk](mailto:enquiries@penrice.org.uk)

Yours sincerely



**Lucy Gambier**  
**Headteacher**



Find Your Future



Part of Cornwall Education Learning Trust, a company limited by guarantee. Registered in England and Wales at Atlantic Centre, Trenance Leisure Park, Newquay, Cornwall, TR7 2LZ. Number 07565242. An exempt charity.

