



Dear Families,

24<sup>th</sup> January 2023

**RE: Strike Action**

No doubt you will have seen by now that at least one teaching union will be joining many other public sector unions in calling for industrial action. Please understand that Teachers are striking against the national education policy and resourcing in schools and not against the children they work so hard for every day.

Although the strike is detailed as being about pay, the reasons many teachers will have decided to strike is about so much more than personal take home pay. However, the law only allows you to strike on certain issues with pay being one of them.

Often, a teacher's decision to strike is not based on their own personal circumstance, more the effect that these circumstances have on their pupils. Current funding levels in schools are woefully inadequate to meet the needs of society. For example, nationally and locally there are not enough resources or spaces to support children with the highest levels of SEND which means, many are not able to thrive in a suitable learning environment.

Resources are stretched even further when trying to support all pupils to fully reach their potential. I don't know of many schools who are able to say they are 'fully staffed' with no vacancies let alone are 'fully staffed' to meet the needs of all its learners.

Therefore, when teachers, like nurses, are striking 'because of pay' it is not very often solely because of their own take home pay. It's the impact it has on the service they can provide. Having entered caring professions, teachers and nurses never want to disadvantage their pupils or patients. They are not taking a day off (striking workers are not paid when they withdraw their labour) but they are left with no option to affect change. We need more colleagues, we need to fix the recruitment and retention crisis, we need to look after and train our workforce to provide the education our children deserve.

Headteacher: Laura Constanza  
Deputy Headteacher: Hannah Lintern

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We are committed to safeguarding and promoting the welfare of children and young people and all staff share this commitment. If you have a concern about the welfare or safety of child please speak directly to Mrs Constanza (DSL) or Miss Lintern (DDSL).

[www.catcottprimary.co.uk](http://www.catcottprimary.co.uk)

I am currently working with our NEU representative, and I will update you with more information about how the action may affect you in due course. My aim is to give you as much notice as possible if you will be affected. However, I also suggest that you start to consider appropriate childcare on the following dates:

Wednesday 1st February  
Thursday 2nd March  
Wednesday 15th  
Thursday 16th March

When making any decisions to close or partially close the school please be aware there are many factors I must consider.

- Health and safety
- Safeguarding
- First Aid
- Adult child ratios

With our positive working relationships in school, I anticipate being aware in advance of the plans of most of our staff, and I will be able to plan accordingly and give you as much notice as possible.

As soon as I have more definite information, I will share it with you.

Yours sincerely,

Laura Constanza

A handwritten signature in black ink that reads "Laura Constanza". The signature is written in a cursive, flowing style.

Head Teacher