

March 2023

Dear Parents/Carers

I would like to share with you the full details of how the school will operate during the next days of industrial action – Wednesday 15 and Thursday 16 March.

As you will be aware, members of the National Education Union (NEU) have voted to strike against government imposed pay and conditions. Approximately two-thirds of Denefield teachers are members of the NEU and I again envisage that a large number of them will go on strike on Wednesday 15 and Thursday 16 March. My priorities are to ensure students and staff are safe, that the school provides effective education, and that I protect the welfare and wellbeing of students and staff, whether they are on strike or not. I am also committed to providing you, as parents/carers, with full and timely information.

In short, we will provide as many face to face lessons in school for Year 11 and Year 13, continue with the school show rehearsals in school, provide online lessons for all other students, and will endeavour to supervise any student who wishes to do their online learning in school, where possible.

Full details of these arrangements are below:

Years 7 to 10

These year groups will have a full programme of online lessons. Once again students will access quality-assured, pre-recorded lessons from the Oak National Academy, as well as undertaking knowledge-retrieval exercises such as quizzing. There will also be an opportunity for physical or wellbeing exercises. The normal timetable will be suspended and all students will study English, Maths, Science, History or Geography, and PE or Wellbeing. Lessons will be set via Satchel One (Show My Homework) and although all lessons will be available from the beginning of the day, we suggest students follow the following timetable:

9.00am	English
10.20am	Maths
11.20am	Science
1.00pm	History or Geography - Years 7 to 9 will be set either History or Geography and Year 10 to 11 will choose whichever humanities they study unless they have received an additional invitation, which will follow.
2.00pm	PE or Wellbeing

The school will be open for those who wish to access their online lessons on site. We will be supervising the library and a number of computer rooms so that those students who want to, or need to do their online lessons in school, may do so. I am confident that we will have capacity to accommodate all students who wish to study in school, but if we cannot safely accommodate all who would like to be in school, we will prioritise students as follows:

1. students with EHCPs, those who are classed as children who are looked after, those with a social worker, those who are refugees, and those who are classed as vulnerable
2. students where all parents/carers are critical/key workers
3. students on Free School Meals
4. Year 7 and Year 11 students
5. Year 8, 9 and 10 students, in that order.

Years 10, 11, 12 and 13

A full programme of online lessons will run as above for Years 10 and 11. In addition, we will also be running compulsory catch-up, revision and intervention sessions for a significant number of students. Students will be invited individually by the end of Monday 13 March and will be expected to attend. If invited, students should prioritise in-school lessons over online lessons. The programme for invited students is:

Wednesday 15 March

Subject	Year	Who	Time	Venue
Maths	13	DGN	10.20am to 12.20pm	A101
DT	13	SMP	9.00am to 3.00pm	M102
Art	11	NCH	9.00am to 3.00pm	M110
DT	11	SMP	9.00am to 3.00pm	M102
Hospitality	11	EGH	9.00am to 3.00pm	P206
History	10	MPK	11.00am to 12.00pm	Hall
PE	13	JCE	9.00am to 3.00pm	M107
Geography	13	HOL	11.20am to 12.20pm	C101
Travel	10	LMT	9.00am to 12.20pm	A304
BTEC Business	12	LMT	10.20am to 11.20am	A304
German	13	DNN	9.00am to 10.00am	A213
Maths	11	DGN	9.00am to 11.00am	A101

Thursday 16 March

Subject	Year	Who	Time	Venue
History	11	MPK	11.00am to 12.00pm	Hall
DT	13	SMP	9.00am to 3.00pm	M102
Drama	11	SHW	9.00am to 3.00pm	M109
Geography	11	LAN	1.00pm to 2.00pm	Hall
History	13	AWR	9.00am to 10.00am	C106
Health & Social Care	13	JCE	9.00am to 3.00pm	M107
Fine Art	11	NCH	9.00am to 3.00pm	M110/M111
Geography	13	HOL	9.00am to 12.20pm	C101
DT	11	SMP	9.00am to 3.00pm	M106
German	12	LBH	10.20am to 11.20am	A302
German	13	LBH	11.20am to 12.20pm	A302
Business	13	LMT	9.00am to 10.00am	A304
BTEC Business	13	LMT	10.20am to 12.20pm	A304
Travel & Tourism	13	LMT	10.20am to 12.20pm	A304

Years 12 and 13

In addition, several Year 12 and Year 13 lessons will run as normal in school – students will be informed in advance by their teachers where this is the case.

School Show – Buggy Malone

9.00am to 3.00pm on Thursday 16 March - rehearsals for all cast members not otherwise needed in school in M109. Please do not complete the Jotform.

What to do now

If your child is in Year 10, 11, 12 or 13 and is required to be in school, then you will receive a separate invitation.

If your child has an EHCP, social worker, is classed as looked after, a refugee or is otherwise vulnerable, then you will receive a separate invitation and you will need to complete the Jotform mentioned below.

If you wish your child to attend school then you must complete the Jotform [click here](#), no later than 9.00am Tuesday 14 March 2023. We will confirm by the end of the same day whether we will be able to supervise your child on strike day. Students attending school will need to be at the gate by 8.58am on Wednesday 15 and Thursday 16 March and must be in full school uniform. They will be greeted by a member of staff and informed which room to go to.

### Frequently Asked Questions

1. Will the canteen be open on these days? Yes, the canteen will be open at break and lunch time, although there may be a smaller choice of food available.
2. My child is on Free School Meals. What should I do? Any child who wishes to have their free school meal must attend school for the day.
3. Why can't some year groups come in and have normal lessons for the day? At present we do not know exactly which teachers will be on strike. It is likely to be more than half. This means that if we had any year groups in, more than half of their lessons would be cover lessons. There will not be any cover work set, because teachers who have withdrawn their labour – and who are not getting paid – should not be expected to set cover work.
4. Why can't the other teachers cover for striking teachers? Firstly, I cannot legally compel teachers to cover for striking teachers. In addition, I am mindful of the workload and wellbeing of all teachers – whether they are striking or not. Finally, even if it were legal or appropriate to ask non-striking teachers to cover for striking teachers, with two thirds of our teachers potentially on strike, there simply would not be enough teachers to provide cover.
5. What about using agency staff? Agency staff are currently few and far between – and many of them are members of the NEU and may therefore be on strike. Given that I cannot ask striking teachers to set cover work, even if we employed agency staff, there would be no work for them to deliver.
6. What about the other potential strike days?

The NEU has not yet announced whether it will take industrial action on other days. I will keep you updated as soon as I have further information.

Finally, I would like to thank all parents/carers for their support of the school at this crucial time. Please do not hesitate to contact me if you have any questions or concerns.

Yours faithfully



Mr E Towill MA (Oxon)

Headteacher