24th January 2023

Dear Morden Families,

As you will be aware, industrial action is being taken by certain teaching unions. This action is being taken for a number of reasons:

* The teaching profession is facing a severe recruitment crisis
* The education sector has been under-funded for years and it is increasingly difficult to adequately finance high quality education for your children.
* The recent pay award was below inflation, plus schools were not given the money in their budget to fund this pay award.
* Current funding levels in schools are woefully inadequate to meet the needs of society (despite the claims of real terms cash increases). For example, nationally and locally there are not enough resources or spaces to support children with the highest levels of SEND which means, throughout the land, many are not able to thrive in a suitable learning environment.

Although the strike is detailed as being about pay (and its gradual erosion over time) 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. Ultimately, a teacher’s decision to strike is not based on their own personal circumstance, more the effect that these circumstances have on their pupils.

Whilst one teaching union has reached the threshold for industrial action, I strongly suspect the others will re-ballot quite quickly as it is believed the Royal Mail strikes may have inadvertedly affected the results so this may not be the complete overview of the industrial action in education. Staff may change to a striking union up to, and including, 31st January.

**Senior staff have met to discuss how the industrial action will impact our school. Due to the planned industrial action, we are writing to inform you that we have insufficient staff to cover all classes. Consequently on Wednesday 1st February,**

* **Years 4, 5 and 6 will be closed**
* **Remote learning will not be provided**

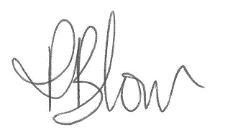
Therefore if your child’s attendance at school is restricted because of strike action, because a teacher has opted to lose a day’s pay to be able to send a message that enough is enough, then I hope you understand they are doing this to protect your child’s future, to try and build a better society.

I know it will be an inconvenience, 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 child care on the following dates **Thursday 2nd March, Wednesday 15th and Thursday 16th March** as these are the published industrial action dates.

Please be mindful that each school has to make an assessment based on their individual circumstances. Other local schools may be in a different position to us. When making any decisions to close or partially close the school, please beware there are many factors I have to consider. This includes the health and safety aspects of a reduced staff capacity including adequate supervision, necessary first aid cover and the required safeguarding provision. I will also carefully consider the non-statutory guidance we have been issued.

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 of how your child’s attendance may be affected.

Kind regards



Mrs P.Blow

Headteacher