



**ST JAMES**  
C.E. PRIMARY SCHOOL

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**Headteacher:** Mrs Lisa Belfield

**CEO:** Canon Jill Pilling

**St James C.E. Primary School**

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*"With God, there is no limit to what you can do. There is no obstacle you can't overcome. Through Him all things are possible." Matthew 19:26*

Dear Parents/Carers,

Firstly I would like to thank you for your patience in waiting for confirmation and information relating to the impending industrial action by teachers and how it will affect St James.

As I am sure you will be aware, not only in the current news but generally, how the education sector has become increasingly vulnerable to decreased funding from the Government and an absence of support and respect for the teachers and staff in the profession. Strike action taken by teachers is *never* taken lightly. The staff at St James go above and beyond for our children and work incredibly hard all the time to provide the very best education we can offer. We are a passionate and committed staff and believe that all children have the right to be in well-funded, enriched primary schools taught by highly professional and respected staff.

Like all schools, we have undertaken a thorough and detailed risk assessment as to how the industrial action may be managed in the school. This is a complex process and entails the scrutiny of health and safety factors, safeguarding and first aid amongst many other factors. Following this lengthy and detailed risk assessment, we have concluded that we **cannot** safely open the school to **all** pupils on the first day of strike action (Wednesday 1st February 2023). We can safely undertake a **partial opening** of the school.

We are able to **OPEN** the following year groups or classes as **USUAL**:

- Little Saints and the Nursery
- Class 3
- Class 5
- Class 7

In order to open up other areas of school, we have had to make some changes. This means that these classes or year groups may be open, but with some changes to the usual staffing and curriculum offer.

- We are able to open for **ALL** Year 6 pupils and the usual curriculum will be offered
- We can open a 'childcare bubble' for **ALL** Reception children
- We can open a 'childcare bubble' for **ALL** of Class 4 (the remaining KS1 children)
- We can open a 'childcare bubble' for **30** KS2 pupils.

A 'childcare bubble' means that children will be supervised during the day. The usual curriculum will not be offered to those children on that day and children will partake in pastoral and welfare activities. The DfE have clearly stated that there is no legal requirement to teach the curriculum on strike days.

In regard to the KS2 'childcare bubble', we can **only offer 30 places** in this bubble. This bubble will be open for a mix of children identified by school as needing this provision (as per DfE guidance – vulnerable pupils and pupils with an EHCP), and children of critical workers who will be in work on Wednesday 1<sup>st</sup> February. If you feel you are a critical worker then please look out for the online form that we will send you today. We will be offering the critical worker places for children across classes 6, 8, 9 and 10 (year 5s only) under the following conditions:



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- We will prioritise children of parents who work in blue light services and education;
- We will offer places on a first come first served basis;
- We will only offer places if the parent can show proof that they are a critical worker and that they are expected in work on Wednesday 1<sup>st</sup> February during school hours.

We are basing 'critical worker' on the following list: <https://www.gov.uk/government/publications/coronavirus-covid-19-maintaining-educational-provision/guidance-for-schools-colleges-and-local-authorities-on-maintaining-educational-provision>

School will contact you directly if we have identified your child as someone who needs to attend the KS2 'childcare bubble'.

Children who can come into school on Wednesday 1<sup>st</sup> February **must** attend school. For those children who will not be in school on the 1st February, this will not affect your child's attendance record, the day will be recorded as a Y mark and this does not have an impact on your child's overall absence record. We will provide some activities for your child to complete at home on the day. Your child will need to log into their SEESAW account and we will provide learning links to the National Oak Academy.

If your child is eligible for free school meals and is unable to come into school on that day, we will provide a packed lunch for collection on the day. We will contact relevant parents next week with more information.

Breakfast club will operate as normal for the children who usually attend and who will be in school on Wednesday 1<sup>st</sup> February.

The above plan will be in operation on the first strike day next Wednesday. I will contact you again before the next proposed industrial action day – Tuesday 28th February 2023 if there are any further alterations to our risk assessments and staffing levels.

Please note, these plans are subject to change including on the day of industrial action.

Thank you once again for your support and understanding with this matter. If you have any questions please do not hesitate to contact school.

Yours sincerely,

Mrs L Belfield  
Headteacher



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