



Head of School : Mr J Reynolds B.Ed (Hons)
Head of School : Ms H Turner B.Ed (Hons)

Rolls Crescent Primary School

Rolls Crescent • Hulme • Manchester • M15 5FT

T 0161 209 9930

E admin@rolls-crescent.manchester.sch.uk

@Rolls_Crescent

www.rolls-crescent.manchester.sch.uk

29th June 2016

Re: Teachers' Industrial Action Tuesday 5th July

Dear Parent/ Carer,

Following a legal ballot held on Wednesday 22nd June, the National Union of Teachers have confirmed that they will be calling on their members to participate in a day of industrial action next **Tuesday, the 5th July**, in protest over the proposed changes to the Education Bill.

The decision to close the school or send pupils home is never taken lightly, but in this instance, where a significant amount of Rolls Crescent staff have elected to take lawful industrial action, we have no choice but to take appropriate steps to ensure the health, safety and well being of all pupils.

Thus, **Rolls Crescent Primary School will be closed on Tuesday 5th July.**

We would ask parents and carers to make the necessary child care arrangements for that day. If your child is entitled to Free School Meals and you would like to collect one for them on that day, please notify us by Monday 4th July.

Further information that supports a decision to close a school:-

Head teachers and governors must determine what arrangements they need to put in place for 5th July. This may involve closing the school, or part of the school for the day. This will mainly be a judgement on health and safety grounds based on the age, needs and numbers of the pupils and the numbers and experience of the staff, along similar lines to other situations/events where staffing numbers are likely to be reduced.

Head teachers may ask teachers to let them know if they intend to strike on July 5th. However, regulations state that teachers are under no obligation to provide this information and Headteachers should not put unreasonable pressure on any member of staff to do so.

Under the School Teachers Pay and Conditions document, teachers cannot be compelled to provide cover for other teachers, unless the circumstances are unforeseen.

Head teachers are also advised not to seek to engage agency supply teachers to cover for striking teachers as it would be a breach of the law for agencies to supply workers to cover for industrial action. Regulation 7 of the Conduct of Employment Agencies and Employment Business Regulations 2003 makes it unlawful for agencies to supply or introduce work seekers to replace employees who are undertaking official industrial action if the agency is aware of the action.

Thank you in anticipation for your patience and understanding.

Mr Reynolds and Ms Turner

Heads of School



