

19.12.24

Dear Parents and Carers,

I am writing to advise you that the local branch of the National Education Union (NEU) has declared 10 days of discontinuous strike action affecting our school, the first two of which will take place on **Tuesday 7 January** and **Thursday 9 January 2025**.

The strike is as a result of a dispute with local NEU branch reps over staffing and approaches to the improvement of teaching and learning at Cottingham High School. To clarify, the NEU is the only Trade Union that has raised concerns in relation to this dispute.

As a school we are committed to providing your children with the education they deserve, underpinned by research informed processes and the highest of expectations of our staff. Following a number of successful external quality assurance and monitoring visits, our approach to school improvement has been validated by our latest GCSE exam results. These show Cottingham High School as the most improved school in the East Riding for 'progress 8', a type of 'value-added' measure that indicates how much a secondary school has helped students improve (or progress) over a five-year period.

Lessons and study on site on planned strike days

After undertaking a risk assessment (taking into account the potential numbers of teachers who may take strike action, the number of students who will need supervision in order to be safe, the need to accommodate our students who are near to national assessments as well as those who are our most vulnerable) we have made the following decisions:

- We are in a position to retain the operational running of the school with minimised disruption to all year groups. Whilst we have erred on the side of caution in our calculations, our timetabling efficiency has allowed us to ensure students remain able to access a high-quality day of education by subject specialists in the majority of lessons.
- School will be open for all students and those in exam cohorts may have targeted work for exams in addition.

Catering

Provision will be made as usual for students. Food provision is not affected.

Transport arrangements

Transport will be running as usual. Services are unaffected.

We remain committed to working with the NEU to resolve the dispute. As a Trust, we have worked closely with our staff union representatives, as well as contacting the Advisory, Conciliation and Arbitration Service (ACAS) to move to a position of resolution.

I will inform you as soon as possible if arrangements change further. In addition, if there are any changes to plans for days mentioned, we will send further information out. Should you wish to discuss any of the above, we are happy to offer an opportunity at the next leadership drop in on Tuesday 14th January between 3.30 – 5.30pm. Please ring the school or email office@cottinghamhigh.net if you want to book a 15-minute slot.

We look forward to welcoming you onto site soon.

Kind regards

A handwritten signature in cursive script, appearing to read 'Jay Kerby'.

Jay Kerby
Headteacher