

Industrial Action (26/27/28 September 2023)

Further Guidance for Schools

Introduction

This guidance has been developed to support all schools in managing strike action at a local level. This guidance should only be used in the event of industrial action on the above dates. It has been constructed to provide minimum disruption to learners and to comply with regulations around industrial action. Due to the inherent nature of industrial action, all efforts should be made to understand and respect the perspectives of each party, while continuing to offer service as a civil contingency.

The number of support staff on strike means there will be a blanket school closure by sector to pupils:

26/27/28 September (all primary, secondary, special and early years)

Principles

- Our most vulnerable children and young people should be prioritised.
- Teaching and learning for all children and young people should continue as much as possible.
- We respect the rights of all staff to take part in Industrial Action.

Additional Guidance:

- All school buildings will remain open
- Headteachers will assume their key holder roles (non PPP)
- Facilities Management in PPP schools will operate as normal
- Non-striking staff will work from their own school. Teaching staff will deliver Teaching and Learning online)
- OoSC, day care and breakfast clubs are not available
- LETS and Edinburgh Leisure provision are not available
- FME payments will be made week commencing 25 September
- Staff cannot bring their own children to school

Actions for SLT

- Update your school closure risk assessment by **XXXX**. Contact your Head of Education if you foresee issues which could stop your building from opening
- Read, share and action as appropriate H&S Duty Holder Considerations
 - Ensure arrangements are in place and communicated for the strike dates (fire/first aid/asbestos/water safety)
 - Ensure a fire register is taken daily (all staff including FM staff)
- Ensure staff absences are recorded in same way as previous strike days
- On the day of strike action, any arising factors which will adversely impact on service delivery should be dynamically risk assessed and discussed with your QIO
- On the day of strike action make welfare calls to children on the Child Protection register as required
- Cancel any school transport not required
- Write to parents and carers to communicate your local arrangements

Home Learning - guidance for schools

Schools should aim to deliver home learning using an appropriate blend of live online and asynchronous digital learning approaches, in line with established practice, to suit your school community. Paper-based activities may also be provided, where necessary, eg for P1-5 pupils who do not have access to their own 1:1 Empowered Learning iPad. (NB: Shared iPads should not be sent home with pupils).

Where possible, this should include at least one live online health and wellbeing check-in for all learners each day.

Note also that a bank of generic home learning activities can be accessed directly by parents/carers on the council website if necessary. <http://edinburgh.gov.uk/homelearning>

Further advice is available from:

Fire Safety

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Health and Safety (Duty Holder)

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