

---

Headteacher  
Mr. D.L.R. Cole  
Afan Valley Road  
Cimla, Neath  
SA11 3TA



Prifathro  
Mr. D.L.R. Cole  
Afan Valley Road  
Cimla, Castell-Nedd  
SA11 3TA

---

**CEFN SAESON**  
**COMPREHENSIVE SCHOOL**

*'Cefn Saeson aims to ensure that all make meaningful progress in learning  
and achieve their full potential'*

School Closure - Industrial Action, Tuesday 14th February 2023

6<sup>th</sup> February 2023

Dear Parent/Carer,

As you are aware, one of our largest teacher unions has voted for strike action across the country. Members of the National Education Union (NEU) will strike over pay and conditions. The next planned industrial action day is **Tuesday 14th February 2023**. A reminder that the two remaining days that will impact schools in March are-

- o 15th March 2023
- o 16th March 2023

It is important to note that the planned industrial action is as a result of a national dispute and has nothing to do with any issues relating to our school.

We have undertaken a risk assessment. I, the Leadership Team and Chair of Governors agree that due to the anticipated number of staff involved in the industrial action, it is not possible to safely open the school to all Year-groups. **Therefore, the school will be closed to pupils in Y7, Y8, Y9 and Y11 on Tuesday 14th February 2023. The school is OPEN for all pupils in Y10.** Inevitably this will result in some Y10 classes where their teacher is absent, this could be due to industrial action, sickness or a planned absence. Unfortunately on a day with industrial action, I cannot bring in supply cover or ask anyone to cover for an absent colleague. **Therefore, if the class teacher is absent the pupils will go to the canteen where myself or one of my deputies will be based. They will not be taught.** School transport will run as normal for Y10. The canteen will be open as normal.

This decision has been made as a last resort and after working closely with education officers from the local authority, professional organisations and other local secondary Headteachers in Neath Port Talbot. It is worth noting that we are bound by specific rules linked to any industrial action taken. This means that on these days we are not permitted to:

- o Know in advance the exact number of staff who will participate in the strike
- o Recruit agency staff to cover for those who will be on strike
- o Redistribute the duties of absent staff to those who will be in work on that day – this includes the supervision of children or 'covering' of lessons either in person or remotely outside their normal working terms on that day.



---

**Headteacher**  
**Mr. D.L.R. Cole**  
**Afan Valley Road**  
**Cimla, Neath**  
**SA11 3TA**



**Prifathro**  
**Mr. D.L.R. Cole**  
**Afan Valley Road**  
**Cimla, Castell-Nedd**  
**SA11 3TA**

---

Members of staff who are in work will provide work for Y7, Y8, Y9 and Y11 on-line this may include a live element. For lessons where staff are absent can I suggest the following -

**Pupils in years 10 & 11** can access materials from the WJEC website. These include past paper questions and knowledge organisers. They may follow their normal school timetable and prepare revision materials or complete tasks in readiness for their summer exams. They can use their Chromebooks to complete any unfinished classwork or use MathsWatch.

**Pupils in years 7 - 9** can work on any ongoing home-learning tasks and assessments, catch up any work missed due to previous absences and bring exercise books up to date. They may use their Chromebooks to complete MathsWatch exercises also.

We will continue to work closely with our local union staff representatives in order to keep up-to-date with the situation and will only notify you once there are any further updates.

Sincere apologies once again for the disruption this school closure will cause.

**School will reopen for all pupils on Wednesday 15th February 2023 as normal.**

Yours sincerely,

Mr D. L. R. Cole (Headteacher)

