

# YSGOL BRYN ALYN

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Dear Parent/Guardian

As a school we wanted to write to you to update and clarify some of the points made by the NASUWT in their recent communication to you.

Firstly, may I reassure you that every opportunity has been taken to speak to the NASUWT and ACAS has been involved in these negotiations. Ysgol Bryn Alyn has offered to compromise on many points in order to resolve the situation. However, as it stands today the NASUWT will still be taking strike action this week.

The NASUWT highlighted that there will be “a huge reduction in middle management which will see the loss of Heads of Departments in some academic areas at a time when children are still sitting important qualifications in those areas”. Heads of Department will be replaced by heads of Faculty. These will lead on several subject areas and will be supported by seconds in faculty. This has been done to support those departments who are departments of one member of staff and offer a ‘team’ approach and to strengthen the leadership which is one of Estyn’s recommendations for the school.

During the restructure all staff were given the opportunity to apply for positions in the new structure. Numerous members of staff chose not to apply and consequently the governing body chose to advertise for these posts externally. Despite this action **no member of staff has been made redundant** from this restructure process. **At no point** have we been “sacking teachers whilst employing new ones at the same time”

The NASUWT’s final demand to revoke strike action is to remove support plans. Ysgol Bryn Alyn is committed to supporting teachers to improve in order to give every child the very best education possible. Several departments and a number of members of staff have been given support in order to ensure the school improves and addresses the recommendations made by Estyn. This action is being taken rather than a formal capability procedure and uses GWe, coaching, team teaching and peer observations to support a member of staff to improve their practice. This is done in consultation with the member of staff where the type of support that would best suit their needs is discussed. Several members of staff who have been receiving this support have already made progress in their practice and no longer require the support plan. Ysgol Bryn Alyn is committed to the highest quality education and therefore the Governors do not feel it is the right approach to remove support plans for those departments or teachers who need to improve their practice.

A compromise was offered to the NASUWT where in the school, the Local Authority and NASUWT could jointly write a procedure for these support plans. NASUWT did not accept this as a compromise and as such the NASUWT strike will be going ahead this week.

Yours sincerely

Mrs Slinn  
Headteacher

