

Dear Head Teacher

We believe that in not adopting a rota system and expecting all Support Staff to attend School you have demonstrated double standards in the treatment of staff and compromised our health and safety. Having taken advice from our Union, the GMB, we have no alternative other than to raise a formal grievance.

The grounds of our grievance are as follow:

- It seems that we are being treated less favourably and that our safety is less important than that of a teacher. Prior to this latest lockdown, we have had to accept that our roles were more likely to expose us to Covid-19, as we work more closely with pupils but in this period of lockdown there should be equal treatment of all staff in exposure to risk. By requiring all support staff to be in school, regardless of pupil numbers, you are increasing our risk of infection and increasing the risk of transmission by having an unnecessary amount of people in the workplace.
- We are all suffering increased anxiety and stress because of this pandemic and the extra responsibilities being placed on us is adding to this. Expecting teaching assistants to work with little or no teaching support within the working environment is unacceptable and we do not want the responsibility and burden of teaching that is being unfairly placed on us.
- The newCovid-19 Variant B117 is 70% more infectious than previously and this needs to be addressed and recognised as a matter of urgency in risk assessments and changes made the previous control measures. Examples include, windows in classrooms being open at all times to ensure proper ventilation, crossover working between bubbles not being allowed and staff numbers reduced. You can reduce risk by employing a rota system and reducing numbers and we ask that you do this.

We understand you are required to undertake a risk assessment under the Health and Safety at Work Act etc. 1974; Control of Substances Hazardous to Health Regulation 2002; Personal Protective Equipment Regulations 1992 as well as an Equality Impact Assessment and we would like copies of these.

We are not confident that our exposure to risk in contracting Covid-19 is being minimised in our workplace and ask this matter is resolved swiftly so that we can continue to discharge our duties with confidence that our health & safety is being protected at work. Further, we believe an unfair and unrealistic burden is being placed on us by expecting support staff to take the predominant role in teaching the children.

We look forward to hearing from you as a matter of urgency.

Yours sincerely,