

Childcare guidance for teacher's industrial action in February and March

As you may be aware, strike action has been announced that will affect 23,400 schools in England and Wales throughout February and March.

We recognise this may impact some colleagues normal working if alternative arrangements cannot be sourced for childcare during planned national and regional teacher's strike days.

To support colleagues during this period, please see our dedicated set of frequently asked questions below:

What should I do if I do not have alternative childcare arrangements for the planned dates of strike action?

We advise you to please consider the options below and speak to your manager at the earliest opportunity to agree what is best for both of you:

- Flexible working – You may agree with your manager to work your hours at different times to combine work and your childcare. This must take into consideration the nature of your role and the team you work within.
- Remote working – It may be possible for you to work from home with your managers approval if your work responsibilities can be carried out remotely.
- Accrued TOIL – Due to the nature of your role you may have accrued TOIL hours that can be utilised in agreement with your line manager.
- Annual leave – If you have annual leave available you can book time off using your allowance available subject to approval with your line manager.
- Unpaid Special Leave – In the event that none of the options above are available to you, unpaid special leave can be requested via your line manager.

Are schools providing a limited service to priority groups eg vulnerable children and children of critical workers?

It will be at the discretion of individual schools to decide if they are providing a limited service and attendance. Please speak directly to your school to understand what is available.

If my school provides a limited service, how can I confirm if necessary, my essential worker status?

You may be able to confirm your employment status by showing your identity badge and this would be our preferred approach.

Where can I find more information about the planned strike action?

The latest details [are available on gov.uk](https://www.gov.uk).