

## Statement to all OCL staff from Oasis Community Learning and the Recognised Trade Unions

The coming weeks will be difficult for all of us and what we do next can have a profound effect on the lives of those closest to us and society as a whole. While the government has instructed all UK schools and Academies to be closed to many pupils and students to slow the spread of coronavirus, our buildings will remain open to support the children of our key workers and our most vulnerable students. OCL and the recognised Trade Unions appreciate that it is our staff and members who can enable repurposed schools to provide a vital service in these difficult times. We believe that if we work together we can find other ways to support those most in need: delivering free school meals/vouchers to our most disadvantaged students, providing pastoral support, exploring ways of facilitating home learning and supporting our colleagues undergoing self-isolation or suffering the loss of loved ones or any other form of hardship they may face.

The first thoughts of everyone will be for the health and wellbeing of their families and those closest to them. We need open and honest conversations in all our academies - led by school leadership teams and staff representatives - to identify those who are most at risk; those who live with or care for those at high risk; and concerns over the health and safety of all. The work our staff and members have done in holding schools together to this point has been inspirational. If we take an open and collaborative approach we can give everyone the confidence to contribute in their own way through this challenging time. It is essential that all staff, leaders and staff-representatives continue to treat each other with compassion, dignity, patience and respect during this challenging period.

OCL and the recognised Trade Unions are asking all Academy leaders and union representatives to set up groups to meet weekly (via Skype or Teams) throughout this crisis. These can talk through emerging issues, discuss how we work together and seek out ways in which all Oasis staff can find ways to contribute. We hope these groups will provide a first port of call for solving the problems that arise, a space for staff to air their worries and a way of gathering ideas to support us moving forwards. In a rapidly changing situation we need to ensure that we all look after each other and show very real patience during what may be difficult and confusing times. This will in reality mean all staff essentially acting as 'leaders' and working together openly and collaboratively as we face the challenges and opportunities ahead, whatever they may be.

OCL and the recognised Trade Unions will be meeting weekly (via Skype/Teams) to address problems that arise and respond to the rapidly changing situation ahead of us. In meeting these challenges we are committed to working together during these next few months and would encourage all Academy leaders, staff and local reps to do likewise.

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## Exceptional Education at the Heart of the Community

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