

Dear Head Teacher

Staff employed by private contractors

We are writing concerning urgent measures that need to be taken to reduce the risk of the spread of COVID-19 infections in the school during the new school year.

As part of the efforts to fight COVID-19, to avoid a second peak and to reduce the risk of further damaging closures, maximum compliance with self-isolation guidelines by individual employees will be essential in our school/s.

It is imperative therefore to remove all financial barriers to compliance with self-isolation guidance by ensuring all staff have access to full contractual sick pay and are paid as a minimum the real Living Wage, if they are not already. For reference, here are the current [hourly rates](#) for the real Living Wage.

We therefore call on the school to ensure that all contractors e.g. catering, cleaning etc operate full contractual sick pay schemes and pay the real Living Wage as a minimum in the school, in time for the start of the new school year in September 2020.

The importance of these measures cannot be overstated. Figures from the Office for National Statistics show that those care homes which offered full contractual sick pay to their staff carried [lower risk of infection](#) to their residents.

For the safety of pupils, parents, staff and the wider community we urge you to please make contact with all contractors operating in the school and secure agreement to the payment of full contractual sick pay and the real Living Wage as a minimum by the beginning of the new school year.

We believe that schools should seek to apply good standards in all areas of employment practice. We would also call on schools to ensure that all contractors give staff at least 5.6 weeks' paid leave per year.

We know that this is a challenging time for you as a head teacher, as it is for all staff. Securing these assurances from contractors will help to make the school a safer place for everyone.

Yours sincerely

Mike Vaughan
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