

PHILOSOPHY EDUCATION

INDUSTRIAL ACTION AND STRIKE COVER POLICY

Philosophy Education is committed to operating in full compliance with UK employment legislation and ethical recruitment standards.

In line with current UK law, Philosophy Education does not supply temporary workers to cover the duties of employees who are taking part in strike action or other forms of industrial action. This includes providing temporary staff to directly replace striking workers or to perform the work normally undertaken by those participating in industrial action.

Where a school or educational setting is affected by industrial action, Philosophy Education will:

- Decline any request to supply temporary staff to cover striking workers.
- Communicate clearly with clients to ensure assignments do not breach legal or ethical obligations.
- Ensure that any temporary staff placed are not used in a way that undermines lawful industrial action.

This policy applies to all Philosophy Education staff and to all assignments arranged through the company. Adherence to this policy ensures that Philosophy Education acts responsibly, lawfully, and in accordance with best practice within the education recruitment sector.

Any questions relating to industrial action or strike cover should be referred to the Directors of Philosophy Education before any assignment is agreed.