

## SSTA Guidance on Picketing

Picketing is a key part of strike action. Significant efforts should be made by local representatives to ensure that there is a picket line at the main staff entrance of schools and workplaces subject to industrial action by the SSTA.

The law on picketing is strict and favours the employer. The law and best practice are summarised in the [UK Government's Code of Practice on Picketing](#).

## Purpose of Picketing

The role of an SSTA picket is communicate information to members, pupils, parents/carers and other third parties about the rationale for the action and show the employer that the strike is well-supported by the members.

## Picketing and the Law

The law does not impose a specific limit on the number of people who may picket at any one workplace.

The police have discretionary powers to limit the number of pickets where they have reasonable grounds for believing that a breach of the peace is likely to occur.

The UK Government's Code of Practice on Picketing, which is not in itself legally enforceable, suggests that a picket line should not exceed six.

Therefore, no set limit on picket size – but SSTA pickets should ensure that the size of the picket does not block the workplace entrance and does not prevent a person who decides to cross the picket line. **No assumptions should be made as to why a person enters the school building.**

Picketing should be seen as a peaceful activity.

## What Happens if the Council Closes your School

A picket should still be formed at the school gate if the school has been closed to ensure the public are aware that the strike is taking place and having an impact.

## Role of School Reps

The School Representative is the SSTA Picket Supervisor and will have a letter provided by the Association to that effect. If the Picket Supervisor believes that the picket is too large, then a picket rota can be arranged.

### Before the Day of Strike Action

The School Rep, as the Picket Supervisor, will encourage members to mount a picket on the strike day. The picket should normally run from 7.30am until about 9.30am or shortly after the school day starts.

Posters will be sent to all schools (including those schools without a school representative) for use on the day together with a "SSTA Picket Supervisor" armband. Please look out for the large grey envelope.

The Picket Supervisor approval letters will be sent by email to every school representative. To schools without reps, we have blank Picket Supervisor letters on the SSTA website to allow a nomination by the members for the day of the strike. Nominated members please send name and school to [info@ssta.org.uk](mailto:info@ssta.org.uk)

### Day of the Strike

The Picket Supervisor will bring the letter of appointment and an armband identifying them as an SSTA Picket Supervisor.

Members are encouraged to wear warm clothing, something visible (e.g. high vis vests) and bring hot drinks if possible.

In addition to the posters provided by the SSTA, members are encouraged to make their own signs and banners for use on the day. Templates for posters and armbands can be [found here](#), but original posters and slogans are always picked-up by the press.

**Please Note:** Do keep all materials in a safe place as we may need to use them again in the future.

# 5% IS NOT ENOUGH!

### STUC Rally - Thursday 8 December

SSTA Members on Strike on Thursday 8 December are encouraged to support the STUC 'Scotland Demands Better' Rally at Scottish Parliament at 11.00am. Further information on the rally can be found at [www.scotland-demands-better.com](http://www.scotland-demands-better.com)

Bring Your Banners!

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