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24<sup>th</sup> January 2023

Dear Parents/Carers

## Industrial Action

As you may be aware ballots have been carried out by a number of teachers' trade unions to determine whether their members agree to take strike action, following a dispute which has arisen between the unions and the Government about teachers' pay. This has not arisen due to any issues at the school.

The outcome of the ballots has been announced and only the members of NEU have voted to take strike action; other unions who balloted did not meet the required thresholds.

The NEU have announced they will be striking on the following dates:

- 1<sup>st</sup> February 2023 - All schools in England
- 28<sup>th</sup> February 2023 - Schools in North and North-west England, Yorkshire and Humber
- 1<sup>st</sup> March 2023 - Schools in East Midlands, West Midlands, and Eastern region
- 2<sup>nd</sup> March 2023 - Schools in South-east and South-west England, and London
- 15<sup>th</sup> and 16<sup>th</sup> March 2023 - Two-day strike in all schools in England

It is our intention to keep the school open wherever possible and we will take all reasonable steps to ensure that this is the case. However, we need to ensure that in doing so it is able to meet the health and safety requirements for pupils and staff who do not wish to strike. As a result, the Strategic Leadership Team are currently in the process of planning for the upcoming strikes and considering whether the school may close or partially close on those days.

In the event that it becomes necessary to close or partially close the school, we will endeavour to provide remote education. Furthermore, in the event of a partial close, we will be prioritising the attendance of vulnerable children, children of critical workers, students undertaking external examinations and other formal assessments in line with Government guidance.

We appreciate the need for parents and carers to be notified at an early stage so that alternative arrangements can be made for pupils if they are unable to attend school. Planning is however likely to take some time as rules relating to industrial action mean that we are unable to accurately identify the exact number of staff that are likely to engage in strike action.

We realise that this may cause you disruption, for which we apologise. We wish to assure you that we will be taking all reasonable steps to minimise disruption to learning. We are sure that

all members of the Trust/school community will continue to treat each other with respect. We would like to take this opportunity to thank you for your patience during this time.

We continue to work with our union colleagues as this situation develops and we will endeavour to keep you updated as soon as we are able. We will distribute any further information to you by letter and on our website.

Yours faithfully

A handwritten signature in black ink, appearing to read 'J Aldred', written over a horizontal line.

Mr J Aldred  
Head Teacher