



25 January 2023

Dear Parent/Carer

You will have seen in the media the news of the proposed industrial action from members of the NEU over the coming months. Other teaching unions failed to meet the required threshold in their ballots and are therefore not permitted to join in the proposed strike.

For information, the NEU strike action in our region is due to cover the following days:

Wednesday 1 February 2023, Wednesday 1 March 2023, Wednesday 15 March 2023 & Thursday 16 March 2023.

It is important to note that any industrial action is aimed as a stance against the government and is not directed at us as an academy. Staff are not obliged to inform me of which union they are represented by, nor are they required to inform me of their intentions to join or not join in with the industrial action.

Some schools and academies will be forced to close and others will need to significantly reduce the number of children on site. I have worked with some of my senior leaders and considered how we predict the strike action will impact our setting. Our plan is to keep the academy open for as many students as possible.

The first day of strike action will likely be the most supported of the proposed dates and will provide us with an indication of how the subsequent strike days may impact our staffing levels. In order to minimise the impact on students' learning we will have to take some emergency measures for Wednesday 1 February 2023 and will review these in advance of any future strike days.

Next Wednesday, 1 February 2023 the following plans will be in place:

- **All students in Year 7 - 11 will be expected on site as normal** and we will aim to teach a full curriculum to all students.
 - Where the normal subject teacher is not on site due to strike action, we will endeavour to cover their lessons using one of our cover supervisors or our senior leadership team.
 - If we reach a point where individual lessons cannot run as normal then we have the facilities to accommodate larger groups, again using cover supervisors or our senior leadership team to supervise. Students will be able to work on independent tasks, complete private reading or will be provided with generic resources during this time.
 - Extra curricular clubs may or may not run based on the availability of staff on the day and notice of these will be communicated via separate communication on the day of the strike.
- **Sixth form students are not expected to be on site** and will be set directed tasks for their allocated periods.
 - Students will be notified via google classroom which classes do not have staff available for explicit direction on the day of strike action.
 - Staff who are not on strike will set specific material for lessons and some may be available, at staff discretion, for support sessions. Specific communication will come via their google classrooms.
 - Any student who would have been taught by a striking member of staff should work on independent tasks using the available course materials.
 - The Sixth Form common room and study areas (including access to ICT, some practical spaces / equipment and dining facilities) will be available for any student who wishes to work on site. Any student accessing the site must sign in and out in S block.

Whilst we are doing everything we can to ensure that students' learning is not disrupted, this is a fluid situation. If we find that we have insufficient numbers of staff on-site on Wednesday 1 February, we may have to adjust plans to ensure the safety of all students. I hope you will also appreciate that whilst we are doing everything we can to ensure as many children have access to high quality education on that day, the nature of staff absence may mean that some lessons may not have the exact same level of quality input as on a routine school day.



As aforementioned, we will be in a better position to advise around further strike days following next Wednesday's industrial action and so will be in touch in due course. I am conscious that three of the strike days fall on Wednesdays so plans will have to be amended so that a single year group is not adversely impacted on a repeated basis.

As always I would like to thank you in advance for your anticipated support.

Yours sincerely

A handwritten signature in black ink, appearing to read 'M Jones', with a large circular flourish at the start.

Mr M Jones
Acting principal

