

27 January 2023

Dear Parent/Carer

You may be aware from media coverage that the National Education Union have declared strike action, which will take place on:

- Wednesday 1st February 2023
- Thursday 2nd March 2023
- Wednesday 15th March 2023
- Thursday 16th March 2023

The strikes are happening because of a national dispute between the unions and the government over teacher's pay and conditions.

The significant challenges we face as a School in terms of planning for these strikes are as follows:

- Although we have asked staff if they are planning to strike or not, they are not obliged to tell us.
- Staff are not obliged to 'cover' striking colleagues.
- Other Schools have indicated that they will either be fully / partially closing, which may affect the children of our staff, who may in turn not be able to come into work for childcare reasons.

Bearing in mind the above, in terms of the first proposed action on Wednesday 1<sup>st</sup> February 2023 we are currently trying to establish the numbers of staff that:

- (a) Will be taking part in the industrial action
- (b) Will not be available to work on Wednesday 1<sup>st</sup> February 2023, for childcare reasons (due to their own children's Schools closing)

We will then endeavour to contact you by the end of the School day today (Friday 27<sup>th</sup> January 2023), to confirm which classes will be closed on Wednesday 1<sup>st</sup> February 2023.

As we are sure you will appreciate, even with the best laid plans, we may need to close classes at short notice on the days of the strikes themselves, if we do not have enough staff available for classes to safely operate. This situation may arise if, for example:

1. Our staff strike without having given us prior warning of their intention to do so (since they are not obliged to do so).
2. Staff who work at the schools attended by the children of our staff, go on strike without having given advanced warning to their employer (which they are not obliged to do). This could result in some of our staff then having to go home during the working day, for childcare reasons, which would in turn compromise our staffing and safety levels.

We therefore ask for your patience and understanding and that you are easily contactable on all strike days. Our decisions can only be based upon the information and staffing that we have available to us at any one time and will be driven by the needs and safety of our community.

We are very sorry about the disruption to you and to your child's education.

Kind regards

The Senior Leadership Team