

27 February 2023

Dear Parents / Carers,

The National Education Union have stated they are currently continuing with their planned industrial action, the next date of which is Thursday 2nd March 2023. Further planned dates are Wednesday 15th March 2023 and 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.

Following the previous strike day in February 2023, we anticipate that a number of our teachers will once again be exercising their legal right to take part in this industrial action and that we will therefore need to close their classes on Thursday 2nd March 2023. The needs of our pupils coupled with the requirements of the industrial action, will mean that it will not be possible for us to put in place remote learning / home based learning activities for the classes that are closed.

As you are aware:

- Although we can ask staff if they are planning to strike or not, they are not legally obliged to tell us. Staff may also change their minds regarding whether they will be striking or not.
- 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.

As soon as we are aware of our need to close individual classes, a separate communication will be sent to parents of pupils in these classes, to confirm their closure on Thursday 2nd March 2023.

As we are sure you will appreciate, even with the best laid plans, we may need to close classes at short notice on Thursday 2nd March 2023, 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 legally 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 legally 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, that you are easily contactable on all strike days and able to collect your child from School should we need to close their class at short notice. 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. We understand that this situation may be frustrating and ask that all members of our school community continue to treat each other with respect. If you have any questions about these issues, please can you liaise with a member of the School's leadership team.

Kind regards

The Senior Leadership Team