

30 June 2023

Dear Parents / Carers,

As you may be aware, the NEU have announced two further dates of planned industrial action. These dates are Wednesday 5<sup>th</sup> July 2023 and Friday 7<sup>th</sup> July 2023. The strikes are happening because of a national dispute between the unions and the government over teacher's pay and conditions.

Following previous strike days, 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 Wednesday 5<sup>th</sup> July 2023 and Friday 7<sup>th</sup> July 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 Wednesday 5<sup>th</sup> July 2023 and Friday 7<sup>th</sup> July 2023.

**As we are sure you will appreciate, even with the best laid plans, we may need to close classes at short notice on either Wednesday 5<sup>th</sup> July 2023 and Friday 7<sup>th</sup> July 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 recognise that closing classes will be disruptive for both pupils and parents/carers. We know too that those colleagues who have chosen to strike have considered their reasons and positions very carefully. It is of paramount importance to us that this matter does not disrupt the excellent relationships we have established between school, colleagues, pupils and parents/carers and we know that our collective commitment to mutual respect and tolerance will remain at the forefront of our community. The school remains committed to providing a safe and secure environment for our pupils and delivering high-quality learning.

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