

21<sup>st</sup> June 23



Dear Parents and Carers,

**Subject: Change in INSET Day due to Teacher Strike Action**

I hope this letter finds you in good health. I am writing to you today to inform you of an important change in our school's calendar that will affect the previously advertised INSET (Inset Day) day.

We have been informed via national media that the NEU teaching union intends to take strike action in schools on Wednesday 5<sup>th</sup> of July and Friday 7<sup>th</sup> July 2023. We are not yet aware of the extent of how this will impact our school, however, do anticipate that some classes/provision will need to close on these dates. We are also aware that we have a pre-planned INSET day (Monday 3<sup>rd</sup> July) where the school is closed to pupils the same week as the recently announced strikes.

After careful consideration and in order to minimise the disruption to our families we are going to move our INSET day from the Monday to the Friday of that week so that are learners are only impacted on two days rather than three days without this change.

So the week beginning the 3<sup>rd</sup> July 23 will now look like this:

- Monday 3<sup>rd</sup> July (INSET moved to the Friday) so the school is open to all pupils
- Tuesday 4<sup>th</sup> July – School open as normal
- Wednesday 5<sup>th</sup> July – Strike action day (Likely partial school closure – however we will not be able to confirm this until closer to the date. Please plan for provision being impacted)
- Thursday 6<sup>th</sup> July – School open as normal
- Friday 7<sup>th</sup> July – INSET day (moved from the Monday) and strike action day. School closed to pupils

We would like to assure you that we are committed to providing the highest quality education for your children. Our priority remains the well-being and high-quality education for all of our students, and we will continue to strive for excellence in their education despite the current challenges.

Yours sincerely,

Heidi Hoskin  
Headteacher



Appendix:

### **Background to strike action**

We have had confirmation from NEU that members of the union intend to take formal industrial action by participating in a strike throughout the year.

The strike action is in relation to a national dispute around teacher and school staff pay and not because of any issues at our school.

I wanted to take this opportunity to further explain the dispute and to also outline the school's plans during the strike.

### **What is the dispute which has led to the strike about?**

As you may know, over the summer the Department for Education agreed to a 5% pay rise for teachers. Teaching unions across England and Scotland, including NEU are in dispute with the Department for Education regarding their request for teachers pay to keep up with inflation and the cost of living. The lack of funding to schools to pay for any awards is also being raised.

### **What will happen at the school during the strike?**

The Headteacher and Governors cannot close the school in sympathy with striking unions, however, we have to give serious consideration to the safety of our students. The impact of the strike means that we feel we are not able to offer adequate levels of supervision.

There is no requirement on unions to inform the school of which members of staff will take strike action. There is also no obligation on members of unions to obey a strike call. However, based on information around potential union numbers, action and impact, we have to risk assess to what extent we can safely open the school.

There is no obligation for NEU members to set cover work on strike action day. Therefore, students attending school will not necessarily be taught their usual lessons or be taught by their usual staff teams. We will endeavour to provide as much consistency as possible. Please note, all staff retain the right to participate in the later dates. If staff decide to strike, then we will give parents as much notice as possible.

I am sorry about the potential disruption to you and to your child's education. I understand that this situation may be frustrating and ask that all members of our school community continue to treat each other with respect. We are working closely with our staff union representatives to keep up to date with the situation and I will inform you of any changes to our plan as soon as possible.

I will write to you again to confirm our position regarding opening for the other planned strike action days.