

Three Counties Academy Trust



Strike Action Policy

#HR29

Last amended 10th July 2026 (v1.0)

Policy lifespan: 3 years. Subject to annual compliance check. Next full review 9th July 2029.

Statement of intent

At Three Counties Academy Trust (TCAT), we are committed to ensuring that pay and conditions for all staff are fair and that any issues are resolved as soon as possible through honest negotiation. We recognise, however, that some unions and staff may feel that industrial action is necessary as a last resort. In such instances, TCAT will aim to settle disputes and follow the DfE's expectation to take all reasonable steps to remain open and avoid disruption to pupils' education.

This policy outlines TCAT's recognition of the rights of staff to take part in industrial action, including strikes, and the procedures we will follow to minimise disruption caused by this.

To that effect, this policy has restricted access, HR29 Strike Action Policy (Full Version) can be obtained on request for appropriate persons from the TCAT Central Team or from the Headteacher/Head of School and is the full and unabridged version as ratified and adopted by the TCAT Trust Board.