



**Wellfield Academy**

Headteacher Mr J Lewis

Thursday 26<sup>th</sup> January 2023

Dear Parent/Carer,

**Strike action by members of the National Education Union (NEU)**

I am writing to remind you about the proposed NEU strike action. There are three national and one regional day strikes planned. The strike days that are likely to affect schools in this area are:

- Wednesday 1 February 2023
- Tuesday 28 February 2023
- Wednesday 15 March 2023
- Thursday 16 March 2023

The NEU has posted a document for parents, carers and grandparents that explains their reasons for taking strike action. It can be found at <https://neu.org.uk/media/24511/view> if you wish to read it.

**How will strike action affect us at Wellfield Academy?**

Here is some information about strikes and the impact that they may have following some of the questions that we have received.

When a strike takes place, those taking strike action stop work and withdraw their labour. This means that those teachers involved in the action will not teach their class(es) or undertake any other duties on a strike day.

It is incumbent upon a school to consider the impact that industrial action will have on the operation of the school. One of the key issues is to assess whether there are sufficient staff available for the school to remain open, or partially open, during a strike.

To determine whether this school can remain fully or partially open, a detailed risk assessment has been completed. This considers the impact that the action will have on the health and safety of our children, staff and visitors and whether the school can run a full or amended curriculum.



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Every school in the country, not least in our Trust, is in a completely unique position because of the number of staff who are in the NEU or other professional associations. This means that the number of staff who have been called upon to take industrial action varies significantly between schools; every school will have to assess and manage their own particular circumstances. Equally, this may also change from the first date to the final dates – there is no assumption from school that the arrangements that we may make for 1<sup>st</sup> February 2023, next week, will be the same for the proposed action in late February or March. We will review our risk assessments and confirm our actions in writing, in advance of each of the strike days.

### **What does this mean for next week?**

Due to the high number of staff that we anticipate will strike in school, there will be major disruption to our school provision on this day.

We will continue to work on the principle of an in-school provision that will cater for the specific needs of some of our students. We will communicate the final decision on **Friday 27th January 2023** which will enable a short period to make any plans, as a family, should you need to.

Finally, a national strike by teachers is very unusual and taking strike action is not something that anyone in the profession undertakes lightly. In line with their colleagues in the public sector, those on strike will have thought long and hard about their decision and they will lose pay as a result. But as ever, thank you for your patience and understanding.

If you have any questions, please do not hesitate to get in touch with us on [enquiries@wellfieldacademy.org](mailto:enquiries@wellfieldacademy.org)

Yours sincerely,

Mr J Lewis

**Headteacher**