



**Wellfield Academy**

Headteacher Mr J Lewis

Tuesday 27<sup>th</sup> June 2023

Dear Parent/Guardian,

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

#### **NEU Strike Action**

You may be aware that the next planned dates for National Education Union (NEU) members to strike will be on Wednesday 5<sup>th</sup> July and Friday 7<sup>th</sup> July. These are National Days of Strike action where all schools must decide whether they can remain open, either fully or partially, or if the school will need to close temporarily. This decision of course, still depends on each individual school's particular context, based primarily on staff numbers and, as such, all schools are likely to continue to have different approaches. However, by writing to you now and outlining what our approach to the strike day here at Wellfield will be, we hope we have given parents and carers as much notice as possible again for you to be able to make any necessary plans. If you have any queries in relation to the content of this letter or if there are any other associated issues on which you require clarification, please feel free to contact us.

#### **Wednesday 5<sup>th</sup> July**

On Wednesday 5<sup>th</sup> July, we have our Year 6 Induction Day for the 150 students who are joining us from the next academic year. School will therefore be closed to all students in Years 7, 8, 9 and 10. The decision to proceed with our Induction Day has been made on the basis that any staff members who remain in school as they are not a NEU member, are not allowed to cover for absent colleagues as this would undermine the strike action itself. They are, however, allowed to deliver the sessions to our new intake as this does not involve any cover for striking staff members.

#### **Friday 7<sup>th</sup> July**

On Friday, school will remain closed to all students in Years 7, 8, 9 and 10. This is on the basis that, having reviewed all timetables and our understanding of colleagues who will be on strike, we cannot provide any year group with more than two of their timetabled lessons on this day. In addition, as staff do not need to inform us of their intention to strike, there may be more colleagues who strike than anticipated, hence the reason, on the grounds of health & safety and safeguarding, we are unable to accommodate all year groups. We also need to keep in mind that, whilst some staff may not be involved in industrial action, they may not be available for work due to the strikes impacting on their own families.

#### **Additional Information**

For both strike days, a small number of students with specific needs will be invited into school during the day. If your son/daughter is identified as one who may benefit from our limited in school provision, we will be in touch with you. Alternatively, should you have any serious concerns about your son/daughter remaining at home for safeguarding reasons, for example, please do contact us. Students should utilise the two days at home to complete any additional homework, research and study.



**Wellfield Academy**

Headteacher Mr J Lewis

Those in receipt of Free School Meals will also have the opportunity to receive the appropriate provision by completing pre-order forms on Tuesday 4<sup>th</sup> July and Thursday 6<sup>th</sup> July, before collecting them on the strike days from the school office.

Please also be aware that, should the strike action be called off, school will operate as normal on Wednesday with all students expected to attend. We can only apologise if this creates an issue for you once you have already arranged childcare, for example.

**Final Message**

Whilst we fully appreciate that the strike action impacts upon the education of your child on the two days, the decision has not been taken lightly. Similarly, the decisions made by staff to strike have also been carefully considered. We do appreciate there may be some frustrations but would like to thank you for your 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**