

18<sup>th</sup> January 2023

Dear Parents/Carers

## POTENTIAL IMPACT OF INDUSTRIAL ACTION

As you have no doubt seen in the media, the National Education Union announced the result of a ballot of its members on Monday, regarding their call for industrial action. It is with real sadness that I am writing to you about the current situation and its potential impact on all of the schools in OWN Trust.

The series of strikes, which may affect your child's school are planned for the following dates:

- Wednesday 1<sup>st</sup> February
- Wednesday 1<sup>st</sup> March
- Wednesday 15<sup>th</sup> March
- Thursday 16<sup>th</sup> March

Whilst we understand there will be very strong opinions on all sides, be it from staff, parents or pupils, we are faced with a situation that we have to manage and have very little control over. Headteachers will do their best to keep schools open on these dates and will inform you at the earliest opportunity if partial or full closure is unavoidable. This will depend on the number of staff available and staff shortages may mean that the provision on the days may have to change.

Options schools will consider may include, but are not limited to:

- Merging classes,
- Having activity-based days,
- Utilising staff from our other schools,
- Restricting attendance to vulnerable children,
- Closing the school (partially or fully).

Schools will only consider partial/full closure if they are unable to provide safe staffing levels, but unfortunately this is looking quite likely.

We appreciate that the strike action will create challenges for some of you and we will do everything we can to ensure that the impact is minimised. We are currently working to understand the implications and consider the best way forward, but this is very problematic when staff have no legal obligation to keep their employers of their intentions.

Your child's school will be in touch as soon as possible to outline our planned approach and to confirm arrangements.

Kind regards

A handwritten signature in black ink that reads "Stuart Mansell". The script is cursive and fluid, with the first letter 'S' being particularly large and stylized.

Stuart Mansell  
Chief Executive Officer