



22 June 2023

Dear Parent/Carer

Re: Planning for Wednesday 5 July 2023 in response to strike action yet to be finalised

Once again, I am writing to let you know what we are considering our plans in response to the impact of industrial action by members of the National Education Union (NEU). Although this is yet another challenge, I wish to add a little context. As you will be aware, the offer from the Secretary of State for Education has been rejected; as the pay offer is below that of settlements in other sectors and it is not fully funded by Government. There is a six-month timescale within which industrial action can be taken from when a ballot is finalised giving the mandate to take strike action. Therefore, the NEU are coming to the end of their initial period for industrial action. Also, all other Teachers' and School Leaders' Unions are balloting their members on whether to take industrial action in the autumn term.

Transition Day

The additional challenge for 5 July 2023 is that it is Transition Day for Year 6 into Year 7 across the Bradford District. We have decided to continue with our Transition Day although we are having to make changes from our original plans to ensure we can fully staff an effective experience for pupils who are due to join us in September. I will write and give further details once we have finalised the arrangements based on the staff we know will be in school on 5 July 2023.

Year 12 Progress Exams

Already on the calendar during the week commencing 3 July 2023 are Year 12 Progress Exams – we have decided to continue with these as invigilation of exams can be covered by senior leaders and external invigilators or by the subject teacher if it is their usual class and timetabled lesson.

Year 10

In response to previous industrial action, we have focused on examination groups which has been Years 11, 12 and 13. As the summer exam series will have come to an end, the priority examination group in response to industrial action would be Years 10 and 12. Unfortunately, at this time it is not clear we will have enough members of staff to bring Year 10 into school on Wednesday 5 July 2023, due to the arrangements for Transition Day and Year 12 Progress Exams. I will write and give further details once we have finalised the arrangements.

Resourced Provision (RP) and Alternative Provision

As previously, our Resourced Provision will be open to all pupils who attend our RP and arrangements will be made for pupils on Alternative Provision.

Years 7, 8 and 9

School will be closed to pupils in Years 7, 8 and 9, as usual we will provide links for home learning nearer the time.

As I wrote ahead of previous days of strike action, reviewing the range of options presents several challenges, more than fifty percent of our teachers are members of the National Education Union (NEU) and, had we, on any of the strike days, opened the school to more year groups, there would have been significant problems in having to send year groups home during the day. Although the Department for Education (DfE) sent out guidance to school leaders, as before, the response from school means:

1. We will not know until the morning of Wednesday 5 July 2023 which members of staff have decided to take strike action

2. Lessons of teachers who have chosen to take strike action cannot be planned and covered by teachers who are in school
3. Morning arrival, break time, lunch time and after school duties of teachers who have chosen to take strike action cannot be covered by teachers who are in school
4. In addition, we will not know until the day of strike action which members of staff may be absent due to illness

Please be assured that we shall do everything reasonably possible to keep the school partially open, if we are satisfied, we have enough members of staff in school to comply with our legal obligations and duty of care to pupils. If we feel this is not possible and we need to consider fully closing the school, then we will try and provide you with as much notice as possible of this decision but ensure Transition Day and planned examination sessions continue. The decision for us to remain partially open is based on what we believe we can cover within the framework of strike action and in consideration of health & safety requirements given that approximately fifty percent of our members of staff are likely, once again, to take strike action and we will have several who are absent due to illness. I must be assured that we can have a member of staff in each classroom and at each duty point to cover the school day which is the reason at this stage to close school for most pupils.

I appreciate this will cause inconvenience, but I want to give early notification of our intention to remain partially open. The decision to strike will never be taken lightly and it is not action solely about levels of pay and working conditions. As with other sectors of public service it is about the value placed on what was regarded as frontline key workers during the COVID-19 pandemic and the value Government places on these professions. You may be aware that there is significant shortage of teachers to take up posts in schools and academies and the level of uptake into training is significantly down compared to previous years. Once again, we are facing challenging times and we will endeavour to provide continuity in education, supporting as best we can.

Yours sincerely



Ian Morrel

Headteacher