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Monday, 27 June 2016

Dear parent,

### **Industrial Action by the NUT - Tuesday 5<sup>th</sup> July 2016**

As you will be aware from the media, colleagues in NUT are taking industrial action on the 5th July.

I have been notified by some of the members of the NUT employed at this school, that they will be withdrawing their services from school on **Tuesday 5<sup>th</sup> July 2016**. This action is not against the school itself but is part of industrial action organised by the trade union about changes to the terms and conditions of their members.

There is no requirement on unions to inform us of which members of staff will take action, and it may be that they will not know themselves as there is no obligation on members of unions to obey a strike call. Neither the Governing Body nor the Headteacher is legally allowed to close the school 'in sympathy' with the strike, however, it is also illegal for me to use supply staff or non striking staff to cover the work of colleagues absent due to the strike. The challenge to maintain a normal school day is significant and our main concern is the safety of our children.

A decision to close the school or send pupils home is never taken lightly, but in this instance, where staff have elected to take lawful industrial action, I will have no choice but to take appropriate steps to ensure the health, safety and well being of all pupils. This action will mean that I will not have adequate staff cover for classes and cannot operate the school safely for pupils. As a consequence it will be necessary for me to close the school to all pupils on that day.

I shall therefore be unable to provide for your child and all other pupil activities on that day will be cancelled. It is your responsibility to make appropriate provision for your child's care. I apologise for the short notice and will help in any way I can if this situation presents difficulties for you or your family. I am aware that school closures inconvenience parents and carers and so I am writing to give you advance notice of the impact of the action on this school.

As a result I have decided to move the Y6 performance to **Thursday 7<sup>th</sup> July 2016**.

Thank you for your patience and understanding.

Yours sincerely,

Ken Johnson

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Head Teacher: Ken Johnson  
Deputy Head: Leona Baffour

