

Sapere Aude

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Dear Parents and carers

As you may be aware, the National Education Union has balloted its members to take industrial action. We were notified of this decision on Monday 16th January and a number of parents have started to ask how we intend to respond to the situation.

Schools have been given notice of the following proposed days of action:

- Wednesday 1st February 2023
- Thursday 2nd March 2023
- Wednesday 15th March 2023
- Thursday 16th March 2023

The dispute is over pay and more widely, the impact of underfunding pay for teachers over a decade and the effect this is having on recruitment and retention. At TBOWA we are in the fortunate position to have specialist subject teachers in most classrooms, this is not the case nationally. Issues related to teacher recruitment and retention have been well documented by many commenters using evidence produced by the Government.

I must stress that the strike does the relationship between staff and senior leaders and governors, which is positive and productive. We have highly dedicated staff, but many of them feel strongly about this issue and the impact funding is having on pay and the profession.

At this juncture I cannot confirm to you of the exact impact of the strike action. Striking staff do not have to notify their employer until the day of the action, therefore, despite the information already provided by some staff, the position for Wednesday 1st February remains uncertain. Teachers who are not on strike may be asked to cover the classes of those taking industrial action, however, they are under no obligation to undertake these cover classes.

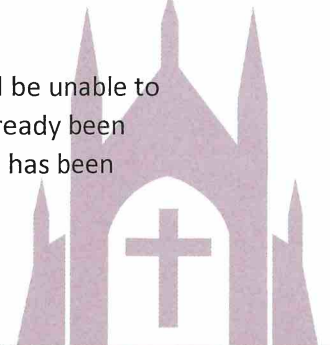
The decision around the provision we can provide on a strike day will be taken following an effective risk assessment considering the safety of staff and students.

We are also looking at the school calendar and the events that may be affected by strike action and will keep you updated of any changes.

The academy will be doing all that we can to keep the academy open for as many students as possible on the days affected, as we believe that continued attendance is important for all students. However, the numbers of staff on strike may mean that we will need to temporarily prioritise places for vulnerable children and the children of critical workers.

To assist us in determining the nature of the on-site provision that we will be able to offer on the four days of industrial action (and any subsequent days), we are asking parents/carers to complete an online form if they believe that they are a critical worker and require their son or daughter to be accommodated in school when there is industrial action. The definition of a critical worker can be found [here](#). The online form may be accessed [here](#).

Please complete and submit the form by 4.00pm on Thursday 26th January. We will be unable to offer provision for any child of a critical worker on any of the days of which have already been advised, or any subsequent days when industrial action takes place unless the form has been submitted on time.



Members of our team will be in touch with parents/carers of vulnerable children over the next week or so, to confirm that there will be an on-site provision for them on any day affected by industrial action.

We will be in touch with all parents on Friday 27th January to confirm our arrangements for Wednesday 1st February. Please be assured that we are doing all we can to minimise the impact of any industrial action on the progress and well-being of our students.

Best wishes

Paul Mc
Principal

