

27 January 2023

Dear Parent/Carer

National Education Union - strike action for teachers

1 February (whole country)	28 February (Northern, North West, Yorks & Humber)	15 March (whole country)	16 March (whole country)
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As you may have seen, the National Education Union (NEU) has confirmed that their teaching members will be taking industrial action in the form of strike days. The first date scheduled is **Wednesday 01 February**. The other three dates are Tuesday 28 February, Wednesday 15 March and Thursday 16 March but we will update you of the plans closer to those dates as the Secretary of State is meeting with trade unions to try to resolve the outstanding issues.

Whilst we have been informed of these further proposed dates (28 February, 15 and 16 March), and we are informing you of them now so you can plan your own arrangements, but please presume that the school will be open to all until we confirm otherwise ahead of each date; this will be via our normal text service.

This industrial action is not against Outwood Academy Hemsworth itself but is part of national industrial action organised by the trade unions about salary negotiations with the Department for Education.

Neither the Outwood Grange Academies Trust Board nor myself as Head of School are legally allowed to close the academy in sympathy with the strike, and we will not do so. However, our main concern is the health and safety of our students. The academy will only close (partially or fully) if, in our opinion and following a full risk assessment, it is not safe to remain open.

Due to the number of staff taking action, I have made the difficult decision to **partially close the academy on Wednesday 1 February 2023 to students in Years 7-10**. Whilst the academy will be closed to these year groups, online learning via Google Classroom will be available to all students and they will be expected to complete the work set. Students in Years 7-10 will have a virtual assembly on Tuesday 31 January explaining the work provided as part of the partial closure of the academy, which they should complete at home. All students have access to their Year Group Google classroom and must accept the invite to this classroom in order to access the work provided.

Years 11, 12 and 13 and any identified vulnerable students will be expected to attend as normal. Students attending the academy should arrive ready for the usual 8.25 am start and are expected to attend in normal uniform or Post 16 Business Dress. There are no planned changes to the academy bus services on Wednesday 1 February 2023. However, we do not anticipate having enough staff to run the after academy enrichment and so this provision will have to be cancelled and all students expected to leave the site at 2.30pm.


Students in Years 7-10 who are in receipt of free school meals may attend the academy between 12pm and 1pm for their lunch. A link will be sent out early next week for families in receipt of Free School Meals to place an order.

As we may not know until very late how many staff will be available to work, the decision to fully close may have to be taken at the last minute. However, every effort will be made to give you as much notice as possible if the academy was to be fully closed to all students. We will update you again about the plan for the academy before the next proposed strike date.

In order to ensure that we can communicate any changes to these plans at short notice; which may include on the day itself, we are asking parents/carers to ensure that we hold up to date emergency contact details. If you do need to make any changes, please send to our dedicated email address for this purpose enquires@hemsworth.outwood.com. We will always endeavour to minimise disruption as much as possible.

We understand that there will be concerns about the disruption but we want to give you this advance notice and thank you in advance for your patience and understanding at this time.

Yours faithfully



Mrs S Day
Principal