



27 January 2023

Dear Parents / Carers

I am writing to you to update you on the situation at Glebelands with regards to the planned industrial action by teaching colleagues from the NEU. This is scheduled to take place next week, on **Wednesday 1st February**. The action is nationwide and in response to:

- The pay increases to school staff not being fully-funded, so that school budgets are having to absorb and rebalance staff pay increases alongside hikes in energy costs, services and resources – a situation that is not sustainable.
- The real-terms erosion in teachers' pay and subsequent crisis in teacher recruitment and retention.

There is a possibility that, through ongoing negotiations, future strike action may be averted. These days are currently scheduled for Thursday 2<sup>nd</sup> March, Wednesday 15<sup>th</sup> March and Thursday 16<sup>th</sup> of March.

It is right that any colleague planning to strike are not compelled to make me aware of their intentions, although many colleagues have done so out of respect for parents and students to enable us to plan effectively and ensure that I am able to safely run the school.

I am afraid to say that having conducted an analysis of staff absence and risk assessment, we will only be able to open the school safely on Wednesday 1<sup>st</sup> February for Years 7, 8 and 11. In addition to this, those students in years 9 and 10 who are deemed to be vulnerable will be invited in a separate letter next week to attend school.

Students in Year 9 and 10 will receive on-line lessons via TEAMS from their teachers as long as they are not striking.

If children are on site, then food service and buses will be available as normal.

If a number of further staff inform me that they will also be taking strike action I will update you if there are any changes to what we believe we can run safely in school early next week.

Kind regards

**Headteacher**

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