

27 January 2023

Dear Parent/Carer

National Education Union - strike action for teachers

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 1 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.

This action is not against Outwood Academy Carlton 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 Principal 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. We would only make the decision to close the academy (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, we have made the difficult decision to close the academy on the first day (1 February) to all students apart from Year 11, who will be expected to attend as normal.

On the day, Year 11 students should arrive at the normal start time and assemble in the canteen until 8.45am. They will attend lessons as normal but should their teacher be absent / on strike, then they will do some independent work in an IT suite.

'Vulnerable' children from any year group will also be able attend the academy on 1 February; for example, children who have an EHCP, have a Child in Need plan or a Child Protection plan, have a social worker or those who have been identified as otherwise vulnerable by the academy or the Local Authority. It should be noted that these children will not receive any direct teaching throughout the day but will do some independent work in an IT suite.

We will update you again about the plan for the academy before the next proposed strike date.

Online learning via Google Classroom will be available to students who are not present.

Students in all year groups in receipt of free school meals may attend the academy between 12.00pm and 1pm to collect a lunch grab bag.

Outwood Grange Academies Trust, a company limited by guarantee registered in England and Wales with company number 06995649.

Registered office address: Potovens Lane, Outwood, Wakefield, West Yorkshire WF1 2PF.

VAT number: 158 2720 04. Outwood Grange Academies Trust is an exempt charity.

A list of Directors' names is open to inspection at our registered office.

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 these to our dedicated email address for this purpose enquires@carlton.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

A handwritten signature in blue ink, appearing to read 'PH', with a stylized flourish extending to the right.

Paul Haynes
Principal