

28 June 2023

Dear Parent/Carer

## **National Education Union - strike action for teachers**

The National Education Union (NEU) has announced that their teaching members will be taking industrial action in the form of strike days, with two further dates scheduled for Wednesday 5 July and Friday 7 July.

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 Wednesday 5 July and Friday 7 July to all students apart from Year 10, who will be expected to attend as normal.**

On these days, Year 10 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.

On these days, staff will be teaching key work in preparation for Year 11 and all Year 10 students are expected to attend. In addition, Year 10 Triple Science students will spend the full day on Friday 7 July, doing some intensive Science sessions and the Duke of Edinburgh expedition, also on Friday 7 July, will still take place.

‘Vulnerable’ children from any year group will also be able attend the academy on the strike days; for example, children who have an EHCP, a Child in Need plan or a Child Protection plan, 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.

If your child is categorised as ‘vulnerable’ and you wish to book a place in the academy, please inform us via [enquiries@carlton.outwood.com](mailto:enquiries@carlton.outwood.com).

Online learning 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.

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](mailto: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