

27 June 2023

Dear Parent/Carer

## **National Education Union - strike action for teachers - Wednesday 5 July 2023 and Friday 7 July 2023**

As you will be aware, the National Education Union (NEU) has confirmed that their teaching members will be taking industrial action in the form of strike days. The further two dates scheduled are Wednesday 5 July 2023 and Friday 7 July 2023.

This industrial action is not against Outwood Grange Academy 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. 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 potentially taking action, I have made the difficult decision to **partially close the academy on Wednesday 5 July 2023 and Friday 7 July 2023 to students in years 7-9**. 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 7-9 will have a virtual assembly on Tuesday 4 July 2023 explaining the work provided as part of the partial closure of the academy, which they should complete at home. There will be a pre-recorded assembly on Wednesday 5 July 2023 and Friday 7 July 2023 which will be available in Tutor Google Classrooms for students to watch. 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 10 and 12 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 full school uniform or Post 16 business dress. There are no planned changes to the academy bus services on 5 July 2023 and 7 July 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 2.30 pm.

Students in Years 7-9 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 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.

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 email [enquires@grange.outwood.com](mailto:enquires@grange.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 for your patience and understanding at this time.

Yours faithfully

A handwritten signature in black ink, appearing to read 'Andrew Downing'. The signature is fluid and cursive, with a small horizontal line under the 'n' at the end.

Mr Andrew Downing  
Principal