

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 proposed dates, and we are informing you of them so you can plan your own arrangements, 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 action is not against Outwood Academy Adwick 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 taking action, we have made the difficult decision to close the academy on the first day (01 February) to all students apart from Year 11 and Year 13 who will be expected to attend as normal, with the exception of any vulnerable students who can attend as normal. Vulnerable students are defined as Looked after Children, Children in Need, Child Protection and students with an Education Health and Care Plan. All vulnerable children in the categories above are expected to attend as usual.

Whilst the academy will be closed to some students, online learning via Google Classroom will be available to all students and students will be expected to complete the work set.

Students in all year groups in receipt of free school meals are entitled to request and collect a meal for the day consisting of a sandwich, dessert and a drink. Alternatively parents may request for their child to attend the academy for a hot-meal. Based on numbers accessing this provision we will share a half-hour dining slot which they can attend. All students accessing this provision will be expected to wear full academy uniform. Requests can be made by completing the form below:

<https://forms.gle/eC7rwtuPgevuIx2B7>

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.

For students in Year 11 and 13; the academy will be open as normal and students should arrive ready by 8:15 am for the usual 8.25 am start.

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

As we may not know until very late how many staff will be available to work, the decision for further partial closures or to fully close may have to be taken at the last minute. However, every effort will be made to give notice - at the latest by the day before.

*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@adwick.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 black ink, appearing to read 'A Scruby', with a large, sweeping flourish extending to the right.

Andy Scruby
Principal