

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 Normanby 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 (1 February) to all students apart from Year 11 who will be expected to attend at 8.25am as normal and extremely vulnerable students who can attend at 8.25am as normal.** Year 11 and extremely vulnerable students in school should expect some changes to the day as it is unlikely that the timetable will run normally.

The parents and carers of students considered to be extremely vulnerable according to Department for Education guidance will be contacted by our staff to confirm their attendance.

Whilst the academy will be closed to some students, online learning via resources in the Google Classroom will be available to students who are not present.

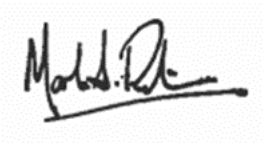
Students in all year groups in receipt of free school meals may attend at 12.00 on Wednesday 1 February to collect their lunch. Please complete [this form](#) if your child is eligible and you would like them to collect a lunch.

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

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@normanby.outwood.com](mailto:enquires@normanby.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 'Mark Robinson', is written over a light grey dotted rectangular background.

Mark Robinson  
Principal