

21 April 2023

Dear Parent/Carer,

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

As you are aware, teaching members of the National Education Union (NEU) are taking industrial action in the form of strike days. This industrial action is scheduled to continue on Thursday 27 April and Tuesday 2 May 2023.

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 Thursday 27 April and Tuesday 2 May 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.

Please note that this is subject to change, and I will provide further updates as necessary, and in particular to confirm arrangements for the second of these two days on Tuesday 2 May.

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.

**Parents and carers of Year 11 students will note that these two days of industrial action are very close to GCSE examinations, and some students will complete GCSE Art and Spanish examinations on these days. These examinations and revision sessions will continue as planned and so it is essential that all students in Year 11 attend school.**

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 Thursday 27 April and Tuesday 2 May to collect their lunch. Please complete [this form](#) if your child is eligible and you would like them to collect a lunch.

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