

Friday 27 January 2023

Dear colleagues

### **NEU strike action for teachers**

<b>1 February</b> (whole country)	<b>28 February</b> (Northern, North West, Yorks & Humber)	<b>15 March</b> (whole country)	<b>16 March</b> (whole country)
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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 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.

Due to the number of staff taking action, we have made the difficult decision to close both of the **Year 4 classes** on the first day (01 February). We will update you again about the plan for the academy before the next proposed strike date.

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

The academy will be open as normal to all other year groups and children should arrive ready for the usual 8.45 am start.

As this could be a changing picture and we may not know until the day of the strike how many staff will be available to work, the decision to partially or fully close may have to be taken at the last minute. However, every effort will be made to give notice.

It is important that all staff note the following arrangements:

1. Teaching staff who take part in the action on strike days will have one day's pay for each strike day deducted from the next available payroll on the basis of 1/365<sup>th</sup> of their annual salary. Please note that this means that both your employer and employee contributions for your pension will be deducted for each day.
2. Staff who are not taking strike action on those days are expected to attend their usual workplace and carry out their normal duties. In order to know who has attended work you

will be required **to sign in and out at reception** at your normal starting and finishing times on those days.

3. Please note that working from home will **not** be agreed for any strike days. Those staff who fail to sign in and out will be deemed to be taking strike action and will have pay deducted.

4. All staff are reminded that you are **not permitted** to self-certify sickness on any strike day and if you are ill, you will need to provide an official medical certificate from your GP, otherwise you will not be paid salary for the strike dates that you are not at work.

5. Some staff may not have experienced strike/industrial action before so I provide below some further information and clarification:

- If there are pickets on the entrances to the academy, they are not allowed to block your way and should be a maximum of six people in number; Non-teaching members of the NEU and members of all other unions should report for work in the normal way and sign in as described above. If there are pickets at the entrance colleagues may choose not to cross the picket line, in these cases those staff will be deemed to be taking strike action and will have pay deducted for the day as outlined above;  
If your child's school is closed due to strike action, you are not on strike and you have no other childcare options, you should request leave of absence in the usual way.

Please also read the attached [FAQ](#) document for further detail and do not hesitate to contact me if you require any clarification on this matter.

Yours faithfully

Rebecca Hewitt  
Principal