

27 January 2023

Dear Parent/Carer

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

<b>1 February (whole country)</b>	<b>28 February (Northern, North West, Yorks &amp; Humber)</b>	<b>15 March (whole country)</b>	<b>16 March (whole country)</b>
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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 Freeston 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, apart from students in Year 11 who will be expected to attend as normal.

Students classed as vulnerable can also attend as normal. Vulnerable children include those who: have a child in need plan, a child protection plan, who are a looked-after child or have an education, health and care (EHC) plan. If your child in Year 7 to 10 is a vulnerable child and you would like them to attend the academy and be in the LRC on the 1st February please complete this [form](#).

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

Whilst the academy will be closed to the majority of Year 7-10 students, online learning resources via Google Classroom and Sparx will be available to all students and students will be expected to complete the work set. If access to ICT at home is an issue please contact us on the enquiries email.

Students not in the academy and in receipt of free school meals may attend between 11am and noon via main reception for their lunch grab bag. You can reserve your grab bag [here](#). Please note that if you use public transport to check that this is still in operation.

On the 2nd February, the academy will be open as normal to all students and students should arrive ready for the usual 8.25 am start.

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 notice - at the latest by the day before.[1] [2]

\*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 email address [enquiries@freeston.outwood.com](mailto:enquiries@freeston.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 'Lisa Allott', written in a cursive style.

Lisa Allott  
Principal