

Dear Parents and Carers,

NEU Strike Action 27th April and 2nd May

The NEU has planned two further days of strike action for Thursday 27th April and Tuesday 2nd May. Some of our teachers are members of this union and are following the direction of their union to take strike action, as is their right. This is a difficult decision for our teachers to make because they care deeply about the children in their class and do not want to disrupt their education. I hope it goes without saying that we as a school community respect and support each teacher's individual right to make their own decision.

I appreciate that some classes have been impacted by all of the strike days while others have not. It is an incredibly difficult and complex situation, and I have considered the law around industrial action, non-statutory guidance from the Department for Education, advice from the local authority and the guidance provided by other unions, including my own, to its members before making the difficult decision to close the classes where necessary.

Teachers at ACS, including myself, are employed under the School Teachers' Pay and Conditions Document which states that they cannot be compelled to provide cover for other teachers during industrial action. Our teaching assistants are not required by their job descriptions to cover classes and are also unwilling to provide cover that would undermine their colleagues' strike action. Supply teacher agencies will not provide cover for striking teachers. This does not leave me with any options to keep classes open if their teacher is on strike because I cannot ensure there is adequate supervision for the children's safety.

The only exception is that for Year 3, the usual planned cover for PPA falls on the morning of the first strike day, and the usual cover teachers are available for work. The classes can therefore be open for part of the day but will then have to close for the remainder of the day. I hope this makes sense, but I am happy to clarify further if you have any questions.

The following classes are affected by the strike action:

Lime class	Closed on both days
Aqua class	Closed on both days
Amber and Vermillion classes	27 th April open until 1.30pm, then closed for the rest of the day 2 nd May closed all day

No other classes are affected, and all clubs can go ahead as planned.

Children in Amber and Vermillion classes will be dismissed from the playground gate at 1.30pm on 27th. They can have their lunch at school as usual.

I would like to thank you for your support and understanding, particularly if your child's class has been affected by strikes on several occasions now, and reassure you that teachers will adjust their planning as necessary to ensure that any curriculum learning that does not take place on the strike days will be caught up.

Yours sincerely,

Mrs Stray