



Heworth Grange School

Enriching Lives, Inspiring Ambitions

21st June 2023

Dear Parents and Carers,

Notification of further Industrial Action by the NEU

I would like to update you with some more detailed information about the industrial action that members of the National Education Union (NEU) will be taking as part of their ongoing industrial dispute.

The planned strike dates that affect schools are as follows:

- Wednesday 5th July 2023
- Friday 7th July 2023

I must stress that the action is not against our school or the Consilium Trust, it is part of national industrial action organised by the NEU over concerns relating to teachers pay and conditions. A significant proportion of our staff belong to the NEU and therefore we have many teachers who are highly likely to be taking strike action on both Wednesday 5th July and Friday 7th July.

On the previous 2 days of Industrial action, the NEU put specific arrangements in place to allow their members to teach Year 11 classes as they were so close to their GCSE examinations. As a result of this, we were able to open the school to Year 11 students and they were all able to continue with lessons as normal. In the forthcoming two days of industrial action, there are no such arrangements in place. As staff are not obliged to tell headteachers which trade union they belong to, or whether they intend to strike we cannot put an alternative timetable in place. Additionally, we cannot ask non-striking teachers to cover lessons for their striking colleagues or ask striking teachers to set lessons. Given this, and after carefully looking at the safety implications relating to a potentially large number of teachers being absent from school and the impact on timetabled lessons, I have taken the difficult decision to close the school except to specifically identified key students who will be contacted individually in the near future. Please be assured I have not taken this decision lightly.

As always, our main concern is the safety of our students and where a significant number of staff elect to take industrial action, we have no choice but to take appropriate steps to ensure the health, safety, and wellbeing of all of our students.

During the strike days, individual lessons will not be set for students, but we are very aware of the disruption to student's education that this action will cause. BBC Bitesize is accessible by computer, tablets or phones and has modules for all the Key Stages 3 and 4 subjects that students are studying. In addition, The Oak National Academy is instantly accessible for all students without the need for an account or a log in and has lessons in all National Curriculum and GCSE subjects. Parents and carers of students who are eligible for free school meals will be contacted about specific arrangements soon.

Thank you in advance for your understanding and continued support.

Yours faithfully,

Mr J Holt
Headteacher