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27th January 2023

Dear Parent/Carer,

As you will probably be aware, the teacher members of the National Education Union (NEU) recently voted to take industrial action. This action will involve strikes that will impact on Farlingaye. These will take place on **1st February, 1st March and 15th and 16th March 2023**. The strikes are happening because of a national dispute between the government and the NEU and other unions over the need for 'additional and sufficient funds to allow employers to pay a fully funded increase in teacher's pay at a rate greater than inflation' (as measured in September 2022).

Farlingaye's staff body includes a very large number of teachers who are members of the NEU. Members of the NEU are under no obligation to tell the school if they are striking or not, and this means that we do not know for sure what the level of impact of the strike will be on the school's capacity to teach and supervise students during the planned strike days. However, it is certain that a very significant number of teaching staff will not be in school on 1st February. This means that we will not be able to staff teaching rooms consistently on the 1st, and so will not be able to ensure that students are being supervised safely. For that reason, the school will be partially closed on the 1st. The arrangements for year groups will be as follows:

- Y12 and Y13 students should attend school as normal. In situations where Sixth Form lessons cannot take place due to staff absence, students will be able to use the lesson time to revise, complete research or work on coursework/practical projects in the school library or Sixth Form study areas.
- Y7-Y11 students will be at home for the day on 1st February. Due to the rules in place that protect staff from being required to set work for the classes of colleagues absent due to industrial action, there will be no expectation that staff will set work for Y7-Y11 students for their 1st February lessons. During the day on 1st February, students can complete homework from Teams that has been set prior to 1st February, and GCSE students can revise and work on coursework/practical projects. All students can access online resources such as MyMaths, Seneca and BBC Bitesize.
- A small number of students from a range of year groups will be invited to attend school, where they will receive bespoke support. Families of these students will be contacted directly.

I recognise that this partial closure is likely to cause complications for families, and I do understand that you may be frustrated by this. However, I would ask that families recognise that the decision to take this industrial action will not have been taken lightly, and does not indicate any lack of

commitment to the education of young people. I would also ask that the commitment of the members of our school community to treat each other with respect is not affected by an action that has, in my view, been triggered by genuine concerns about the drop in real terms in the levels of teachers' pay over the past few years, and by concerns about the capacity of schools to pay staff at a rate that will allow those schools to recruit, retain and develop teachers.

Please note that the school day will run as normal on 2nd February.

If you have any questions about any of the above information, please contact me at Farlingaye.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'AS', written in a cursive style.

Dr A Sievewright
Head teacher