



27 January 2023

Dear Parent/Carer

**Re: Potential Strike Action**

I wish to follow up my previous letter about potential strike action and its impact.

I fully understand the reasons for the strike action. It is about more than just increased pay; but about improved terms and conditions that would enable you to feel confident that the profession is not losing qualified staff each year and struggling to recruit replacements.

After much discussion with the Senior Leadership Team and the Trust, we have made the decision to close the academy on Wednesday 1 February 2023 to the majority of pupils. We recognise that there are a few pupils who will need to access the academy for a variety of reasons, and they will be contacted individually by their Head of Year / Attendance Team.

We realise this will create a difficult situation, but it is necessary for the following reasons:

1. We are unable to quantify the number of staff taking industrial action until the morning of the strike.
2. We are not permitted to direct staff to cover the lessons of striking colleagues. This includes leadership staff and cover supervisors and is coupled with the inability to get temporary supply staff.
3. There may be an implication for staff who are not striking who may have to face childcare/dependency days due to other schools partially/fully closing.
4. There are picket line implications and staff may decide not to cross the line.
5. We cannot guarantee a structured curriculum as we do not know who will declare strike action as the union will not allow us to question our staff.
6. The uncertainty of opening the academy and then potentially having to reverse this decision creates an unacceptable level of confusion for all.

Regardless of the circumstances, we recognise that there are a small number of pupils who may be vulnerable if they cannot attend the academy. For those who are invited to attend the academy we will attempt to follow a normal routine, but this may not be with their timetabled teachers.

For the remaining pupils, we will provide Teams assignments for the core subjects of mathematics, science and English. We will provide more information on this to the pupils via assembly next week.

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Any student in receipt of free school meals will receive a £3 supermarket voucher for any day that we may have to close due to strike action. We hope these vouchers will be delivered to the academy for allocation before the end of next week.

We realise this is disappointing, none of us want this disruption, particularly at this time, but unfortunately some elements are out of our control. We hope you realise that the cause of this industrial action originates well beyond the gates of our academy and Trust.

I am sorry you will have to make alternative arrangements for your child at short notice and they will experience disruption to their education. We will update you as soon as we are made aware of confirmed strike dates.

I understand that this situation may be frustrating and ask that all members of our community continue to treat each other with respect. If you have any questions, please do not hesitate to contact us via email: [enquiries@stangroundacademy.org](mailto:enquiries@stangroundacademy.org).

Please take care.

Yours faithfully

A handwritten signature in black ink, appearing to read 'M Van Lier', with a small flourish at the end.

**Matthew Van Lier**  
**Principal**