

29 January 2023

Dear Parent/Carer

National Education Union - strike action for teachers

1 February (whole country)	28 February (Northern, North West, Yorks & Humber)	15 March (whole country)	16 March (whole country)
Open to Y11 & Vulnerable students	To be confirmed	To be confirmed	To be confirmed

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. We will update you in relation to the other dates closer to the events 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 City Fields 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 students apart from Year 11 and those who are classified as vulnerable students.

The academy will be open to Year 11 and vulnerable students from 8 am for a 8.25 am start in lessons.

Whilst the academy will be closed to some students, online learning via Google Classroom will be available to all students and students will be expected to complete the work set.

Students in all year groups in receipt of free school meals may attend between 12.30 and 1 for their lunch.
NOTE, ALL ACADEMIES WILL BE OPEN FOR FSM STUDENTS TO COLLECT GRAB BAGS AS A MINIMUM.

We understand that there will be concerns about the disruption but we want to give you this advance notice and thank you in advance for your patience and understanding at this time.

Vulnerable children and young people include those who:

- are assessed as being in need under section 17 of the Children Act 1989, including children and young people who have a child in need plan, a child protection plan or who are a looked-after child
- have an education, health and care (EHC) plan
- have been identified as otherwise vulnerable by educational providers or local authorities (including children's social care services), and who could therefore benefit from continued full-time attendance. This might include:
 - children and young people on the edge of receiving support from children's social care services or in the process of being referred to children's services or who have previously received support from children's social care services (as identified by local authorities)
 - adopted children or children on a special guardianship order
 - those living in temporary accommodation
 - those who are young carers
 - those who may have difficulty engaging with remote education at home (for example due to a lack of devices or quiet space to study)
 - care leavers
 - children and young people in a family circumstance presenting challenges for them, such as drug and alcohol misuse, parental offending, adult mental health issues and domestic abuse
 - others at the provider and local authority's discretion including pupils and students who need to attend to receive support or manage risks to their mental health

We will be in touch before the end of day Monday 30 January 2023 for those we feel fall into the vulnerable category. If your student is in Years 7-10 and we have not been in touch before end of day Monday, but you feel your student should attend, please email enquiries@cityfields.outwood.com

Yours faithfully



Michelle Colledge-Smith
Principal