

January 24th 2023

Dear Parents and Carers

RE: Teacher Industrial Action

I am writing to provide an update about the planned industrial action that the NEU professional association for teachers announced to take place in London and the South East on 1st February 2023, 2nd March 2023 and 15th-16th March 2023.

A number of parents have asked questions about how the planned industrial action will impact on education provision. I thought it would be helpful to set out our approach to managing the impact of this across the Partnership.

I think it is important to acknowledge that the planned industrial action is not aimed at parents or school leaders but rather, central government decision making for awarding below inflation related teacher pay increases over a number of consecutive years. The impact of this has contributed to a nation wide challenge with teacher recruitment and the retention of staff in the profession.

As a family of schools, we are working hard to ensure we manage the disruption of industrial action but in a way which ensures staff, parents and school leaders work together in order to maintain our focus on education and children. Each school, supported by the Trust, is in the process of completing a risk assessment to minimise the impact of teacher strikes on children's learning. This process will focus on health and safety planning, maintaining appropriate staff/pupil ratios and other operational aspects of day to day practices.

Despite our best efforts, the outcome of risk assessment planning may still result in decisions being made to partially close or close certain year groups at schools. However, should this be the case, we will work hard to ensure that:

- parents are communicated with as much notice as possible.
- we will prioritise our most vulnerable pupils in being able to attend school.

- home learning resources are signposted to parents for children to use at home if they are unable to attend school

Once our schools know how their staffing levels will be affected, we will be able to share with you the arrangements that they will make on the affected dates and will do this at the earliest possible opportunity.

Should you have any concerns about how the planned industrial action will affect your child and school, we encourage you to speak to senior leaders in your school. If there are any specific questions you wish to ask, we will do our best to answer these as honestly as we can.

I would like to take this opportunity to thank you for your continued support for both your child's school and the Inspire Partnership. This is greatly appreciated.

With best wishes



Rob Carpenter (Trust Leader Inspire Partnership)