

'No Limits to Learning!' - 'Dim Ffiniau i Ddysgu!'

Nant y Parc Primary School

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Head Teacher - Mrs. N. Davies

Dear Parent/Carer,

Re: Planned Industrial Action

As you are probably aware from media coverage, there are a number of ongoing disputes between UK and Welsh Government from a range of public sector trade unions. The National Education Union (NEU) have notified schools of their intended industrial action, which will take place on:

- Wednesday 1st February 2023;
- Tuesday 14th February 2023;
- Wednesday 15th March 2023; and
- Thursday 16th March 2023.

I wish to be clear that the planned industrial action is as a result of a national dispute as opposed to any issues relating to our school. However, NEU members will 'strike' on these days. This means that they are removing their labour.

The school will be closed to all pupils on Wednesday 1st February 2023. At this stage, I am unable to confirm the position for the other dates. Please be assured, this decision has not been taken lightly. In coming to this decision, I applied guidance from the local authority and trade unions, completed a full risk assessment and held further consultation with the Chair of Governors. As you can appreciate, schools can only operate if there are appropriate levels of staff available to ensure the safety and wellbeing of all pupils. Teachers will not be setting any online learning for the children however they will still have access to Reading Eggs, Matheletics, Times Table Rock Stars etc. It is worth noting that schools (as employers) are bound by specific rules and regulations linked to any industrial action taken. This means that, on these days, we are not permitted to:

- Know in advance the exact figure of staff who will participate in the industrial action to assist with our management of the disruption.
- Recruit agency staff to substitute those staff missing.
- Redistribute the duties of those staff absent on staff who are in different teaching and/or leadership unions. This includes the supervision of children and/or preparation of work of children, either in person or remotely, outside of their normal working terms.

Hopefully there will be a resolution to this soon and I will be able to update you on the further 'strike' days.

Yours sincerely,

Nicola Davies

Headteacher

