



27<sup>th</sup> June 2016

Dear Parents/Carers,

## Proposed Teachers' Industrial Action- Tuesday 5<sup>th</sup> July

This letter is to alert you to proposed industrial action that may result in school closure. Following a legal ballot held on Wednesday 22<sup>nd</sup> June, the National Union of Teachers (NUT) have confirmed that they will be calling on their members to participate in a day of industrial action on **Tuesday 5<sup>th</sup> July**, in protest over the proposed changes to the Education Bill.

The action, a one day strike, will result in many whole school closures across the country. We are aware that school closures inconvenience parents and carers. As we were only made aware of the NUT's decision on Friday, I am writing to give you as much notice as I am able to of the impact of the action on this school.

The decision to close the school or send pupils home is never taken lightly, but in this instance, where the vast majority of Oswald Road staff may elect to take lawful industrial action, I have no choice but to take appropriate steps to ensure the health, safety and well being of all pupils.

Thus, **Oswald Road Primary School may be closed or partially closed on Tuesday 5<sup>th</sup> July**. I would ask parents and carers to make the necessary childcare arrangements for that day.

### **Further information that supports a decision to close a school:**

Headteachers and governors must determine what arrangements they need to put in place for 5<sup>th</sup> July. This may involve closing the school, or part of the school for the day. This will mainly be a judgement on health and safety grounds based on the age, needs and numbers of the pupils and the numbers and experience of the staff, along similar lines to other situations/events where staffing numbers are likely to be reduced.

Headteachers may ask teachers to let them know if they intend to strike on 5<sup>th</sup> July. However, regulations state that teachers are under no obligation to provide this information and headteachers should not put unreasonable pressure on any member of staff to do so.

Under the School Teachers' Pay and Conditions document, teachers cannot be compelled to provide cover for other teachers, unless the circumstances are unforeseen. Headteachers are also advised not to seek to engage agency supply teachers to cover for striking teachers as it would be a breach of the law



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# Oswald Road Primary School

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for agencies to supply workers to cover for industrial action. Regulation 7 of the Conduct of Employment Agencies and Employment Business Regulations 2003 makes it unlawful for agencies to supply or introduce work seekers to replace employees who are undertaking official industrial action if the agency is aware of the action.

I would like to assure you that as a school we will be using our best endeavours to minimise disruption to our pupils' education.

I will send a further letter on **Wednesday 29<sup>th</sup> July** to confirm whether school will be closed or partially closed next Tuesday. Please note that children on the Year 6 Kingswood residential will not be affected by any strike action.

Thank you for your patience and understanding.

Kind regards,

Jon Beisly  
Acting Headteacher



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