



Dear Parents/Carers

Industrial Action

As you are aware, schools across the country continue to be impacted by industrial action which unfortunately will lead to further impact on Newark Academy and the school community. The dates of which are as follows:

Thursday 27th April

Tuesday 2nd May

It is our intention, as it has been previously, to keep the school open for as many children as possible. However, we need to ensure that in doing so we are able to meet the health and safety requirements for students and staff who are in the Academy on these days. As a result, the School Leadership Team and I have considered all aspects of safe school opening and operation and have planned the following for **27th April and 2nd May**:

- **School will be partially open on this day. Students from year 11, 12 and 13 will be in school as normal.**
- **School will be closed to students across years 7, 8, 9, 10. Independent study can be undertaken following the online learning links which will be provided via separate email communication next week. Learning themes and concepts for KS3 are also available on our website and a good way to explore further learning should students wish to do this. Students in year 10 should also have access to revision materials using the online portals they use for independent study currently.**
- **School will be open to vulnerable learners. We will be in touch directly with families regarding this provision.**
- **As the school will be partially open to year 11, 12 and 13, as per the Department for Education expectations, all students from these year groups are expected to be in attendance – usual attendance policy is in place.**
- **If your child is in any off-site alternative provision, you will receive separate communication regarding arrangements for this.**
- **School bus services will run as normal.**

Year 8 Parents Evening – Thursday the 27th April and 4th May (Cancelled)

Given the number of teachers absent from school on Thursday 27th April, we have had to make the difficult decision to cancel the upcoming Parents Evening. In the interest of fairness, and to ensure all families have equal opportunity to this event, we will be

cancelling both evenings and working on a strategic solution to reschedule this important time for families. We will be in touch later this term to share our plans for this.

We have tried to give parents and carers as much notice as possible of these circumstances. We appreciate that any partial closure may be disruptive to you, for which we apologise. We hope that you understand we have not taken these decisions lightly and had to take decisions to secure the health and safety of your child and any non-striking staff in consideration of anticipated heavily reduced numbers of staffing.

Some staff might form a picket line outside the school. A picket line is where staff gather near the entrance to a workplace to protest in person, they may be holding notice boards or banners. If that is the case, I would like to take this opportunity to remind all students and parents that as a Trust we support our staff's legal right to strike. Please ensure that any interactions you have with staff are courteous and respectful as they would be on any other day.

We would also like to remind you that it is unlawful for people who are not members of staff at the school (or their union representatives) to join a picket line. We therefore ask parents or carers or pupils to refrain from joining any picket line.

We realise that this may cause you disruption, for which we apologise. We wish to assure you that we will be taking all reasonable steps to minimise disruption to students learning. We are sure that all members of the Trust/school community will continue to treat each other with respect. We would like to take this opportunity to thank you for your patience during this time.

We continue to work with our union colleagues as this situation developments and we will endeavour to keep you updated as soon as we are able. We will distribute any further information to you by email and on our website.

Lastly, we want to take this opportunity to reiterate that your child's education is important to *all* staff at Newark Academy. We hope that by putting in place these contingency plans we can limit any impact the strike could have to your child's education.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'Chris Fisher', written in a cursive style.

Chris Fisher