

24 January 2023

## Industrial Action

Dear Parents/Carers,

As you may be aware ballots have been carried out nationally by a number teachers' trade unions to determine whether their members agree to take strike action, following a dispute which has arisen between the unions and the government about teachers' pay. This has not arisen due to any issues at the school.

The outcome of the ballots has been announced and only the members of NEU have voted to take strike action. Other unions who balloted did not meet the required thresholds.

The NEU have announced they will be striking on the following dates which may impact Birmingham:

- 1 February 2023: All schools in England
- 1 March 2023: Schools in East Midlands, West Midlands, and Eastern region
- 15 and 16 March 2023: Two-day strike in all schools in England

It is our intention to keep Hodge Hill College open wherever possible and we will take all reasonable steps to ensure that this is the case. However, I need to ensure that in doing I am able to meet the health and safety requirements for pupils and staff who do not wish to strike. As a result, we are currently in the process of planning for the upcoming strikes and considering whether the school may close or partially close on those days.

In the event that it becomes necessary to close or partially close the school, we will endeavour to provide remote education. Further, in the event of a partial close, we will be prioritising of the attendance of vulnerable children, children of critical workers and pupils in examination year groups in line with Government guidance.

If you are a critical worker and your child will require a school place on the proposed strike days, if we have to partially close, please complete this form <http://bit.ly/3wo6luX> by 12pm on Friday 27 January. A list of critical workers can be found on pages 22-23 within this document <http://bit.ly/3XPP2OX>.

I appreciate the need for parents and carers to be notified at an early stage so that alternative arrangements can be made for pupils if they are unable to attend school. Planning is however likely to take some time as rules relating to industrial action mean that we are unable to accurately identify the exact number of staff that are likely to engage in strike action.

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

Yours faithfully,



Hannah Herrmann  
Headteacher