



Headteacher/Prifathro

Mrs S. Martin

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Ysgol Gynradd Deri

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Thursday 26th January 2023

Dear Parents/Guardians,

Re: Planned Industrial Action

As you are probably aware from media coverage, there are several ongoing disputes between UK and Welsh Government and 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 because of a national dispute as opposed to any issues relating to our school. However, at the time of writing, NEU members will 'strike' on these days. This means that they are removing their labour. The National Association of Headteachers (NAHT) have also informed schools that their members will take "action short of strike" for a discontinuous period, commencing from Wednesday 1st February 2023. This is a slightly different form of industrial action in that these members will be available to work on the days above but will refuse to undertake an identified range of duties on an ongoing basis while there remains dispute between trade unions and Welsh Government.

Therefore, school will be closed to all students on Wednesday 1st February 2023.

Consequently, please do not send your child to school on this day. At this stage, I am unable to confirm the position for the other dates. However, I will review the situation and update you with our intention by no later than one-week in advance of the specified date.

Our primary consideration is the health and safety implications of such a large proportion of our staff population being absent from work.

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. However, based on the membership information provided to us by the trade unions, we have prepared for the expectation that most of our teaching staff are affected.
- recruit agency staff to substitute those staff missing. However, there are legal restrictions on this since it may be interpreted as a breach of the European Convention on Human Rights, which affords individuals the right to form and join trade unions for the protection of their interests. The advice we have received is that this situation is likely to exacerbate the dispute and potentially raise an issue at a local level; and
- 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 for children, either in person or remotely, outside of their normal working terms.

For the reasons cited above, those staff who will attend work on this day will not be able to provide work for your child.

Thank you for your continued support,

Susan Martin

Headteacher Deri Primary School