



24 January 2023

Dear Parents and Carers

**RE: Industrial strike action**

As you may be aware from the recent media coverage, the National Education Union (NEU), announced that they had secured the necessary support in a ballot for industrial action. This is a national dispute with the government, regarding pay and school funding. I am writing to you today with information about what might take place and what this could mean for your child.

Striking is the right of every teacher who is part of a union, and it is a personal choice, which we respect as a school. As the school's Principal, my primary responsibilities are to ensure our students are safe and that they receive the highest standard of education and care.

As a decision to strike has been made by the NEU, we have been assessing the impact that this could have on the school - for now, we are focusing on the first of the published strike days, next Wednesday 1 February. We are not aware of precisely how many teachers intend to join the strike action on 1 February, and individuals are not under any obligation to notify us in advance of the day itself - that of course makes predicting the impact of action difficult. We hope to be able to remain open as much as possible during the strike, but as a large number of our staff are members of the NEU, disruption is likely on the following planned NEU strike dates:

- **1 February (whole country strike)**
- **1 March (East Midlands, West Midlands, Eastern)**
- **15 March (whole country strike)**
- **16 March (whole country strike)**

The safety and wellbeing of our pupils is our top priority so either we will be able to continue with the school day as normal or, if we cannot safely have all students on site, we will undertake a partial school closure for one or more year groups, or a full closure for all year groups.

We will write to you as soon as possible to communicate arrangements for Wednesday 1 February and will keep the other future dates closely under review. We will keep you updated with any further important information that arises - I will certainly provide a further update at the start of the HBK weekly ParentMail that will go out this Friday, by which time we may know more.

Thank you for your continued support and understanding during this time.

Yours faithfully

**Mark Patterson**  
Principal