

June 2023

Dear Parent/Carer

Impact of Teachers' Industrial Action – Plans for Secondary Phase

You may be aware that members of the education union, the NEU, have voted in favour of staging further industrial action. This is planned to take place on the following dates, which may affect operations at Appleton Academy:

- **Wednesday 5 July 2023**
- **Friday 7 July 2023**

This action is the result of a national pay dispute between the education unions and the government and is not due to any actions taken by Appleton Academy. Although this is a matter for the unions and the government to resolve independently of the Academy, we would like to inform parents in advance that this intended action may affect how we manage school and the attendance at school of children and young people.

We would like to assure you that we are committed to your child's health, safety and wellbeing and have, therefore, been carefully planning and undertaking a risk assessment to determine if we can safely open as usual on these dates, or if we will have to make changes to normal operations. As you may be aware, teaching colleagues are not obliged to inform the school of their decision to take part in industrial action or not, and so we have to plan on the best information we have. **We regret to inform you that, on the basis of the planning we have done and the information we have about the likely staffing levels, we must restrict pupil attendance at school on Wednesday 5 July and Friday 7 July 2023.**

The arrangements for Secondary pupils on these days can be found in the table overleaf. To avoid confusion, we will also make sure young people are provided with the information to write in their planners by the end of the day on Friday 30 June 2023.

Wednesday 5 July 2023 is Bradford Transition Day for Year 6 pupils who will be joining Year 7 at Appleton Academy in September. The transition day will go ahead as normal at Appleton Academy, with activities to support children with the preparation for their start in September.

As on previous occasions of industrial action, we have tried to ensure pupils have an educational offer over the two days. We urge pupils to attend when lessons have been arranged for them, even if their time in school on any given day will be limited.

Arrangements for Wednesday 5 July 2023:

Year Group	
7a	Pupils will be expected to attend from 11:50am until 3:20pm
7b	Pupils will be expected to attend from 11:50am until 3:20pm
8a	All lessons are cancelled for the day and pupils should not attend school
8b	All lessons are cancelled for the day and pupils should not attend school
9a	All lessons are cancelled for the day and pupils should not attend school
9b	All lessons are cancelled for the day and pupils should not attend school
Year 10	Year 10 pupils are expected to attend from 9.00am until 3.00pm. It is important Year 10s attend as they will be working with external providers on preparations for Year 11.

Arrangements for Friday 7 July 2023:

Year Group	
7a	All lessons are cancelled for the day and pupils should not attend school
7b	All lessons are cancelled for the day and pupils should not attend school
Year 8	Pupils are expected to attend from 9.00am until 3.00pm. Year 8 pupils will be working with external providers on preparations for Year 9.
Year 9	All Year 9 pupils should arrive at 9.00am and will remain in school until 11.50am. This is an options taster morning and it is very important that they attend. Pupils will be able to discuss potential changes to their options after the taster day (subject to places being available). There will be no opportunity to change options in September.
Year 10	All lessons are cancelled for the day and pupils should not attend school

We understand that these arrangements for Secondary may appear confusing and there is a lot of information to take in. However, we have tried to provide an opportunity for pupils to attend school wherever possible in order to limit the loss of learning time. The specific information your child needs will be added to planners on Friday 30 June 2023, however, this may be subject to further changes.

If your child is in classes or year groups which will be closed, or open with restrictions on Wednesday 5 July or Friday 7 July 2023, we would like to sincerely apologise for the inconvenience and frustration this will cause. We would like to assure you that this decision has not been taken lightly but has been reached due to the reduced staff numbers we are expecting, which means we can only assure the safety and wellbeing of a limited number of pupils each day in Secondary.

If your child is entitled to a free school meal, and you would like to order a grab bag to collect on any date your child will not be able to attend school, please email info@appletonacademy.co.uk before the start of the day on Tuesday 4 July 2023. Lunches ordered will need to be collected from school on each strike day at approx. 11.30am.



Mrs Farrell will contact parents individually with details of the arrangements for pupils who attend the Resourced Provision.

We will keep parents informed of the likelihood of disruption on other dates of proposed industrial action as we get closer to them and are able to more carefully plan for likely levels of staffing in school, and in the event of any progress in negotiations between the government and the education unions in the meantime.

If you have any questions or concerns, please email the Academy using the info@appletonacademy.co.uk email address in the first instance and we will get back to you. Alternatively, you can call us on 01274 600550.

We would like to thank you for your patience, support and understanding.

Yours faithfully

A handwritten signature in black ink that reads "Helen Jones".

Ms H Jones
Executive Headteacher

Together with our community we achieve extraordinary things

