



**Kelvedon St Mary's
C of E Primary Academy,
Nursery & Autism Support Centre**

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Executive Headteacher: Mrs. L. Osborne BA (Hons) NPQH
Head of School: Mrs A. Nottage BA (Hons)

25th January 2023

Dear Parents and Carers,

I am writing to share the information I currently hold in relation to how the upcoming strike action may impact Kelvedon St Mary's.

As you may be aware, all teaching members of the National Education Union (NEU) currently working within state-funded schools are entitled to strike, although this is not compulsory. At Kelvedon St Mary's the majority of our teachers are members of the NEU. Members of this union will be meeting on Friday 27th January. At this meeting they may choose to give prior notice as to whether they intend to strike or not, but this is not compulsory, and we respect the individual choices of each employee.

At this stage:

- We have not been made aware of any members of staff who intend to strike.
- We have received confirmation from more than one member of the NEU that they have chosen not to strike.
- We have not been made aware by any non-NEU members that wish to strike.

We are in the process of formulating a contingency plan should members of our team strike. The aim of this plan will be to keep the school open to all children, as long as it is safe to do so. Where possible, we hope that members of staff who are not part of the NEU or undertaking strike action, will assist with our contingency planning, but it is not compulsory that they do.

We will be continuing to encourage members of staff, who are considering strike action to give us prior notice. Should this happen, we will endeavour to give you as much notice as possible of any changes to the day to day running of the school.

It is important to note that any industrial action taken is not against our individual school but rather the government as a national employer. We are fortunate to have a talented and committed team at Kelvedon St Mary's, who consistently aspire to give our children a wonderful learning experience.

Yours faithfully,

Lois Osborne
Executive Headteacher

