

10th December 2019

Dear Parents & carers

I write to you with the disappointing news that apart from the mock exams of Year 11 & 13 **the school will be closed on Wednesday 11th December** due to industrial action taken by members of staff who are part of NEU. These staff form the majority of the teaching staff of the school. Year 12 lessons may proceed depending on teacher availability communicated through google classroom.

The staff of the school who are in the NEU (National Education Union) are completely opposed to the idea of St Angela's becoming an Academy or joining a MAT and have balloted to take industrial action regarding an enforced change of employer to a MAT board and away from the Governing Body that currently employs them.

For absolute clarity to all, there are no such plans currently to do so and the Governing Body have taken no such action of any nature towards academisation.

Whilst I would normally always respect and even defend the rights of staff to take industrial action where necessary and correct to do so, it is evident that the dispute the staff have is with the plans of the Diocese and not the Governing Body. As such the legal advice we have received is that any industrial action would be unlawful.

We have communicated this to the NEU who refuse to accept such and sadly having ignored our communication for the last week have now refused the perfectly reasonable request to suspend any action until a mutually acceptable meeting can be convened.

I am naturally disappointed that my staff would take part in such action under these circumstances and shocked this has occurred in this manner.

With more industrial action planned for January (over growing number of days), this leaves the school in the unenviable position, if a reasonable solution can not be found, of seeking legal means to prevent further action which will incur huge expense to the school.

I apologise for the inconvenience to your family lives with the closure of the school on Wednesday and I will of course update you on this important matter in the days and weeks to come.

Yours sincerely,

Mark Johnson
Headteacher

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