

# Oaklands Catholic School and Sixth Form College

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**Headteacher:** Matthew Quinn B.Ed (Hons), M.A., NPQH

Edith Stein Catholic Academy Trust  
(A Company Limited by Guarantee)  
Registered in England and Wales, Company No 07721932

Our Ref: MQ/SM

19<sup>th</sup> January 2023

Dear Parents and Carers

As you may be aware, the National Education Union has balloted its members to take industrial action. We were notified of this decision on Monday 16<sup>th</sup> January and a number of parents have started to ask how we intend to respond to the situation.

Schools have been given notice of the following proposed days of action:

- Wednesday 1<sup>st</sup> February 2023
- Thursday 2<sup>nd</sup> March 2023
- Wednesday 15<sup>th</sup> March 2023
- Thursday 16<sup>th</sup> March 2023

The dispute is over pay and more widely, the impact of underfunding pay for teachers for over a decade and the effect this is having on recruitment and retention. At Oaklands we are in the fortunate position to have specialist subject teachers in most classrooms, this is not the case nationally. Issues related to teacher recruitment and retention have been well documented by many commenters using evidence produced by the Government.

I must stress that the strike does not reflect the relationship between staff and the Local Governing Body at Oaklands, or the Edith Stein trustees which is positive and productive. We have highly dedicated staff, but many of them feel strongly about this issue and the impact funding is having on pay and the profession.

At this juncture I cannot inform you of the exact impact of strike action. Striking staff do not have to notify their employer until the day of the action, therefore, despite the information already provided by some staff, the position for Wednesday 1<sup>st</sup> February remains uncertain. Teachers who are not on strike cannot be asked to cover for their colleague's lessons or carry out other absent colleague's duties.

The decision around the provision we can provide on a strike day will be taken following an effective risk assessment considering the safety of staff and students.

We are also looking at the school calendar and the events that may be affected by strike action and will keep you updated of any changes.

Once the position becomes clearer, I will write to you again; please note though that this may be at very short notice.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Matthew Quinn', with a horizontal line underneath the name.

Mr M Quinn  
**Headteacher**