



April 2018

Dear Parent/Carer,

### **Proposed Industrial Action**

You will be aware that the NASUWT has published additional strike dates with the next proposed date being Thursday 26<sup>th</sup> April 2018. As an interim communication, the Governing Body wishes to inform you about the steps that the school and Local Authority have taken to resolve the situation so far.

At the point that the trade union declared their intention to take industrial action, the Local Authority and Chair of Governors arranged to meet with the NASUWT Cymru Officer to try to engage in dialogue. A follow up meeting was arranged, but yet to take place.

The Governors and Local Authority also engaged the services of ACAS to hold discussions with the NASUWT. Individual discussions took place before the end of the Easter holidays. We were disappointed therefore that the strike day went ahead this Tuesday. A joint ACAS meeting has been agreed with the NASUWT for Thursday 26<sup>th</sup> April. The LA are working to try to bring this date forward in order to try to avoid further disruption to children's education. We are working very hard to try to understand the concerns of the NASUWT, and to work constructively to resolve these.

You will be aware that the NASUWT informed the governors that they intended to take out a grievance against the management of the school in July. The Chair of Governors met informally with a group of teachers in November to try to discuss their issues. The Governors established a formal procedure to listen to the group complaint, but no detail has been given to the Governors in the 5 months since the procedure was put in place, last November.

The policy that Governors adhere to have no facility for a "Group Complaint" and therefore put in process the agreed system to hear the complaints individually, which to date have not been forthcoming.

It is disappointing that the timing of these strikes is at the most crucial time of the school year, and will no doubt have an adverse effect on our young learners. Governors' perception is that this was a planned action to cause maximum disruption.

Another concern is the use of social media to comment on the situation that in the majority is not factual, misleading, vitriolic and somewhat cowardly in its approach. The users that have posted clearly have no concern for our young learners.

To date, I've received over 20 direct Emails from concerned parents and responded to each, however, I believe it is time for a collective approach and hence the planned meeting.



We hope that you are able to attend the parent – governor meeting on Thursday 26<sup>th</sup> April at 6.15pm so that we are able to discuss the current situation and work together constructively for the benefit of all young people on the school. We are hopeful that the proposed industrial action will not take place next week, and that students can continue their education undisturbed at this vital point of the school year.

Yours sincerely,

Craig Bridgeman  
Chair of Governors.