

17th May 2024

Dear Parents & Carers

I am writing with an update on the industrial action at City Academy being carried out by the National Education Union (NEU).

We continue to engage in good faith with the NEU and have invited ACAS (Advisory, Conciliation, Arbitration, Service) back to support more talks next week to help find a pathway through these discussions with a view to resolving the remaining issues.

As a reminder, nine of the 11 NEU 'Asks' have now been fully resolved, with two remaining on the table – changes to directed time for teachers and changes to the previously agreed timeline of an ongoing pay review for support staff.

In addition to the NEU's requests, we have gone further and offered to apply any backdating of pay to additional staff groups, following the planned pay review. This will benefit staff who were not included in their original request.

Our absolute priority in all of this is our students, and particularly our Year 11 students who already suffered disruption to their education during the covid years and are now fully in the throes of their GCSE exams. In light of this, we had requested that if there are further strike dates proposed, that the NEU commit to not holding these during the exam period, as they did earlier this month.

We are sorry to be sharing the news that the NEU has disregarded this request, and late yesterday afternoon informed us that they are proposing to hold a further series of strikes before the end of the summer term, starting in June.

This is obviously disappointing news, however, as a school we will of course take every step to ensure that our students are well-prepared for and supported in their exams. Also, we remain hopeful of finding resolution in the coming days so that our whole school community can return to a greater sense of normality as soon as possible. We believe that agreement next week is possible, and hope that the NEU is similarly motivated to reach a resolution in the planned discussions.

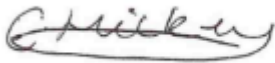
Finally, I wanted to make you aware that Ben Tucker, our Principal, will be away on compassionate leave until after the half-term break. Our thoughts are with him and his family during this difficult time. As Vice Principal, I will be acting up during his absence and will lead day to day operations of the school, together with our broader Extended Leadership Team. We will also have additional support from Jon Jones, Executive Principal and other senior colleagues from the Cabot Learning Federation Central Team.

Every Student a Graduate – Every Student a Leader

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We will continue to keep you updated on any developments relating to industrial action. Please know that we will continue to do everything we can to minimise the disruption to students' education.

Yours sincerely,



Catherine Hickey
Vice Principal, City Academy

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