

22nd April 2024

Dear Parents & Carers

I am writing to inform you that members of the National Education Union (NEU) at City Academy have voted to take industrial action as part of an ongoing dispute, which relates predominantly to employment terms and conditions. This union action is expected to take place initially tomorrow on April 23, with the potential for further action next week, on April 30 and May 1.

While there is likely to be a picket line in the morning and some changes to the timetable, the impact of the strike will be limited and so the academy **will remain open to all students for the whole day**. We have spoken often about the importance of good attendance at school - please do ensure that your child attends school as usual.

I am both surprised and disappointed at the union's decision to strike. The union opened its ballot to strike on the same day that it formally submitted its concerns, which means that the time for constructive negotiation has been extremely short, a problem exacerbated by the two-week school holiday that has fallen in the same timeframe.

Nevertheless, we have been able to make considerable progress in addressing the union's demands; we have made credible proposals to resolve every issue, reached agreement on the majority of issues raised, and we believe resolution is near in the outstanding areas. We continue to seek to meet union representatives daily to agree solutions, and I firmly believed the situation could have been resolved without recourse to industrial action, which we were very keen to avoid.

We will of course continue to work hard in good faith to bring this situation to an end. In the meantime, however, I would like to reflect that while there will be disagreements among us, as with any family, there is more that we have in common than divides us, and I am keen to remind all members of the City Academy community to continue to treat one another with respect.

Your continued support for our school at this time is appreciated.

Yours sincerely,



Ben Tucker
Principal, City Academy

Every Student a Graduate – Every Student a Leader

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