

25th April 2024

Dear Parents & Carers

Further to Monday's letter regarding industrial action by members of the National Education Union (NEU) at City Academy, I am writing to update you on the current position and anticipated next steps.

As previously outlined, union members staged a strike on Tuesday as part of an ongoing dispute over their employment terms and conditions. Despite this action, the majority of the teachers and support staff attended work as normal, and the school was able to remain open to all year groups. I am grateful to all those colleagues who helped minimise disruption to families by ensuring our school remained open and a welcoming learning environment for all students.

It remains my firm desire to resolve this dispute, and throughout this week, I have continued to seek further meetings with union representatives to continue negotiations. However, due to union unavailability the next scheduled meeting is due to take place tomorrow (Friday).

The NEU's Asks include changes to the directed time staff budget, an acceleration to an ongoing job evaluation process, pay equality on additional responsibilities, and changes to the process of dealing with staff complaints. In total, the union has made 11 demands; nine of these have now been fully resolved, and I believe credible solutions are now on the table for the remaining two.

However, while I am convinced resolution is now achievable, it currently remains the NEU's intention to strike again on Tuesday and Wednesday next week (April 30 and May 1).

While this is again likely to disrupt the school's regular timetable, we will continue to make every effort to remain fully open and minimise the impact on students, including those with upcoming GCSE exams.

I will write again with further updates as they become available, and will continue to work in good faith to bring this situation to an end. In the meantime, your support and understanding is greatly appreciated.

Yours sincerely,



Ben Tucker
Principal, City Academy

Every Student a Graduate – Every Student a Leader

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