



Friesland School

31/1/18

INDUSTRIAL ACTION BY MEMBERS OF THE NAS/UWT UNION

Dear Parent / Carer

It is with great regret and disappointment that we write to you to inform you that we have been informed by the NAS/UWT union that they will be taking strike action at Friesland on the following days:

Wednesday 7th February 2018; Thursday 8th February 2018 ; Tuesday 13th February 2018; Wednesday 14th February 2018; and Thursday 15th February 2018

The reason the union has given for the trade dispute is ***over the proposal to convert Friesland School to an academy with the potential adverse impact on job security, pay and conditions of service and union recognition.*** We have already held three meetings with an Area representative and a National Executive representative of the NAS/UWT to try to prevent the strike action and this dialogue will continue prior to, and if necessary, during the period of action with the hope of reaching a resolution that will avert or reduce the action.

The Governing Body has followed due legal process in conducting an extremely robust consultation on the conversion proposal to join 'The Two Counties Trust' and voted on Thursday 30th November 2017 to pursue an Academy Order. That process is still taking place and we will continue to update you as decisions are made. We remain firmly committed to the conversion process as we believe that joining The Two Counties Academy Trust is strategically the best route forward for Friesland School at this point in time both for the students and staff. Strike action on academisation is extremely rare on a national basis and we are very disappointed at the action the NAS/UWT is taking and the disruption that this may cause to you and your family.

With regards to the reasons given above for the action, the Two Counties Trust have been very clear that no jobs are at risk with the conversion, national pay and conditions of service will continue to be honoured and all trade unions are recognised within the Trust.

It is necessary for the school to plan for the worst possible scenario should this action go ahead and we have to prioritise the examination year groups at this time. As a result on **Wednesday 7th February 2018** and **Thursday 8th February**, the school will be open to **Years 11, 12 and 13** only. If you are a parent of a child in these year groups please do ensure your children attend on these days as some lessons will not be affected by the action and extra provision will be put in place by the school's Senior Leadership Group.

The biggest consideration in these situations has to be to ensure the health and safety of students and staff on site. During these two days we will review whether it is possible to have another year group in school on each of the planned strike days in the following week. We will write again on Friday 9th February 2018. Between now and next Wednesday we will continue to do all we can to avoid the strike action and we will communicate with you immediately if we are able to do so.

Yours sincerely

M. Garnett (Chair of Governors) and Mr P Monk (Headteacher)

Nursery Avenue, Sandiacre, Nottingham, NG10 5AF. Tel: 0115 939 7326

Fax: 0115 949 1730

www.frieslandschool.com

Email: enquiries@friesland.derbyshire.sch.uk

Headteacher: Mr P Monk BA(Hons), MA, NPQH

