



28th June 2024

Dear Parents and Carers

NEU Industrial Action Tuesday 9th, Wednesday 10th and Thursday 11th July 2024

Our Trust has been in discussion with the National Education Union (NEU) over recent months about several issues. These discussions have been entirely positive, and in the spirit of good employee relations, the Trust has agreed to almost all the NEU's requests. Despite the significant concessions made by the Trust, the NEU has taken the decision to strike on the issue of back-pay for some support staff. We are saddened and disappointed by this, particularly for our students, whose learning will now be disrupted.

On behalf of their members, the NEU asked the Trust to change the pay uplift date for support staff from each September to each April. We agreed to do this and to backdate the change to 1st April 2024, resulting in employees benefitting from this year's pay uplift 5 months early. However, the NEU is now seeking backpay for their members. It is the Trust's view that there is no legal basis for the NEU's request for back pay for some support staff.

The NEU have subsequently balloted their members and notified the Trust of 3 days of industrial action across all 3 secondary schools in QEGSMAT: 9th/10th/11th July 2024.

This is a busy time of year for QEGS staff and students. We have long standing trips, events and examinations booked across these dates. Therefore, we have decided to prioritise and honour as many of these events as possible. **The following events will run as planned:**

- Year 12 Geography Residential Field Trip (8th- 10th July)
- Year 12 Personal Development Trip (8th- 10th July)
- ABRSM (music) external exams (8th- 9th July)
- Year 10 Sheffield Hallam University visit (9th-10th July)
- Lichfield festival (8th -12th July)

As most staff at QEGS are NEU members, we have prioritised the events listed above. This means **we will have insufficient staffing to have any other students and year groups onsite for Tuesday 9th and Wednesday 10th July.**

Events postponed/cancelled:

- Wednesday 10th July Junior Show rehearsals – rearranged to Friday 12th July
- Thursday 11th July Year 10 Countdown to Success – moved to September
- Thursday 11th July Careers Fair – moved to autumn term, date TBC

Our tentative plans for Thursday 11th July are to have Year 7 onsite. These plans will be confirmed no later than 10am on Wednesday 10th July once we are able to assess staffing levels. Colleagues do not have to inform us of their intent to strike and so we can only make plans once we know who is striking and who is not.

We cannot ask non-striking teaching staff to set work or to cover for colleagues taking part in industrial action. Therefore, **remote learning work for the strike days will be set by members of the Leadership Team via Go 4 Schools:**

- Year 7 work will be set by Mrs Starkie
- Year 8 work will be set by Mr Flynn
- Year 9 work will be set by Mrs Brown/Miss Edwards
- Year 10 work will be set by Miss Robinson
- Year 12 work will be set by Mr Walker and Miss Allen

School transport will run as normal for students attending trips and exams onsite. Bus times may be earlier due to reduced numbers, please be ready at relevant stops 10 mins earlier than normal.

The school canteens at Boothby and The Green Road Campuses will be closed on 9th and 10th July. Canteen will be open on Thursday 11th if students are onsite.

Thank you in advance for your cooperation and understanding. If you have any questions specific to your child and their year group, please contact the relevant Head of Year.

Yours faithfully

Scott Garrity
Headteacher