



Radley CE Primary School & Foundation Stage Unit

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Dear Parents,

NEU Industrial Action

You may have seen on the news recently that one of the largest teaching unions, the NEU has balloted its members and they have voted to take strike action.

When are the strikes?

The planned action days are:

- Wednesday 1st February
- Thursday 2nd March
- Wednesday 15th March
- Thursday 16th March

Why are teachers and support staff striking?

On the surface, teachers' salaries do not seem shockingly low. Since 2010 teachers have lost 23% in real terms, and the most recent pay award of around 5% for experienced teachers like ours, was not funded by the government and therefore came out of our existing school budget. The union leaders have also explained how you cannot separate pay from the issues of workload, paperwork, real-term cuts to school budgets and the ramification of Covid-19 on children's learning and behaviour. These, alongside shortages on the pastoral and SEN support staff we have access to and seek advice from are all understaffed and under extreme amounts of pressure. Teachers and school staff are being asked to do more, with less pay and fewer resources. As you may also know, teacher wellbeing is high on our agenda here at Radley, so the Governors and I do as much as we can to ensure we ask only what is effective in raising standards and feasible within the constraints we have.

Are any of our teachers striking?

We have several members of the NEU teaching and supporting learning in our school, and although they are under no obligation to inform us of their plans to strike, our staff have made it clear that although they support the reasoning for the action, their commitment to their classes and our school mean that they will not be striking at this point.

So what does that mean for us?

Radley Primary School will be open to all classes as usual. Obviously, if anything changes I will let you know as soon as possible. I'm sure you will join me in thanking our staff for their continued hard work and dedication to your children.

Yours sincerely,

Mrs Claire Thomas
Headteacher