

Seize the day

EXCELLENCE. RESILIENCE. INCLUSION.

Headteacher: Mr Alexander Silk, MA , NPQH

7th May 2026

Dear Parents/Carers,

I am writing to inform you that the school has now received formal notification from the NEU of further planned industrial action following the outcome of a new ballot connected to the proposed staffing restructure process. This ballot, which commenced on 9th April, returned a result in favour of strike action amongst NEU members, and the union has now announced a series of strike dates across May and June. However, so far these have only been the same dates already announced.

The NEU has stated that the industrial action now also relates to the following matters:

- Compulsory redundancies
- Alleged unreasonable management practices
- Alleged victimisation of elected trade union representatives

I know that many parents and carers will feel understandably frustrated and concerned by the prospect of continued disruption to their children's education. I share those concerns deeply. At a point in the academic year when stability, routine and uninterrupted learning are especially important, particularly for students preparing for public examinations, it is deeply disappointing that strike action is proceeding.

The continuation of industrial action is regrettable but does not alter the fundamental reality that the school must act to ensure its long-term viability. The restructuring process currently underway has been directed by the governing body and is a necessary response to declining pupil numbers and reduced funding. Schools are funded on a per-pupil basis, and it is neither financially viable nor legally permissible to sustain staffing levels that are not supported by student numbers. As Headteacher, I am under a clear legal obligation to set a balanced budget, and that responsibility cannot be deferred or ignored.

Despite these challenges, my absolute commitment remains unchanged: I will continue to do everything within my power to keep the school open wherever safely possible, minimise disruption to learning, and protect the education and wellbeing of our students. I also want to place on record my sincere gratitude to the many staff who continue to demonstrate extraordinary professionalism, flexibility and dedication to the children throughout this difficult period.

Against this backdrop, **I can confirm that the school will remain fully open during the week commencing Tuesday 11th May through to Friday 15th May**, as previously communicated. All students in Years 7–10 are expected to attend school as normal, and Year 11 students will continue to follow their bespoke examination and study leave arrangements.

It remains my clear and unwavering intention to keep the school open throughout the planned industrial action wherever it is safe and operationally possible to do so. Despite sustained attempts to disrupt the normal functioning of the school and undermine continuity for our community, we will continue to respond with resilience, professionalism and determination.

I will not allow the education of our children to become collateral in an ongoing industrial dispute. The fundamental right of students to access high-quality education, stability and routine must come first. That principle will continue to guide every decision we take, and the school will act firmly and decisively to protect the continuity of learning for all students.

As always I greatly appreciate your support and patience as we navigate this challenging time.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'A. Silk', written in a cursive style.

Mr. Silk
Headteacher