



BROOKVALE GROBY LEARNING CAMPUS

Valuing Everyone, Achieving Excellence

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28 June 2023

Dear Parent / Carer

As you will be made aware from the news the NEU have announced two new strike days in the summer term, these being:

- **Wednesday 5th July**
- **Friday 7th July**

The rationale for these new dates are outlined in their press release - [NEU Press Release](#). The government has yet to reach an agreement with Unions and currently discussions have reached a stalemate with the reluctance of the Secretary of State for Education to meet with Unions, as such all four major teaching unions have united for the first time to plan joint action and are currently balloting their members. This really is unprecedented and reflects the significant concerns around:

- Funding for schools - impact on the quality of provision
- Retention and recruitment
- Pay and conditions

More detail about the planned joint action is outlined on the link below:

[Joint Action](#)

The previous pay offer that was rejected by Unions was 4.5% of which the DFE were funding schools 0.5%, this quite simply would bankrupt many schools including ours. The grid below shows the in year deficit created by different % pay increases. Over three years our reserves would vanish and we would not be able to operate. Our revenue streams are limited by pupil numbers, we are once again over subscribed and have healthy numbers at P16, we also have very little spare staff capacity to make savings.

22/23 cost Teacher Support Support	5%	4%	3%	2%	1%
£5,066,753	+£507,036	+£456,644	+£406,252	+£355,859	+£305,467
£1,378,737			+£98,538	+£92,215	+£85,901
£1,281,103			+£86,199	+£80,432	+£74,664
in year overspend			-£566,898	-£403,630	-£341,156

The [STRB Pay Review](#) suggested 6.5% which, if unfunded, would cripple schools and this is why Unions are taking such unprecedented action.

We know strike days present real challenges for parents and disruption for young people but this is outside of our control. As with previous strikes we will not be able to safely operate at full capacity so are planning to invite the following year groups in:

Wednesday 5th July:

Year 7
Year 12

Friday 7th July:

Year 9
Year 12

As before, vulnerable students will be invited in directly, food will be available from the dining rooms, the normal buses will be running to school and students must wear full uniform.

Year 6 induction days have also been planned on one of these days and in discussion with other local Heads we have agreed to honour these due to the importance of such days and the inability to reschedule to another time.

I am acutely aware that whilst many of our families understand and support the action being taken, others will find this deeply frustrating. I would ask that this frustration be directed at either:

Gillian Keegan - [Education Secretary](#)
NEU [Head Office](#)

This is not the making of our school but a national issue and we are merely trying to navigate through this disruption in the safest and fairest way possible.

Yours sincerely



W Teece
Headteacher