

## Background

The National Education Union (NEU) has announced that they will hold a further two days of strike action as follows:

- Wednesday 5 July 2023
- Friday 7 July 2023

These dates are in addition to the six previous Strike Action affecting our region as follows:

- Wednesday 1 February 2023: National Strike Day
- Tuesday 28 February 2023: Regional Strike Day
- Wednesday 15 March 2023: National Strike Day
- Thursday 16 March 2023: National Strike Day
- Thursday 27 April 2023
- Tuesday 2 May 2023

The strikes are being held in relation to the continued dispute over Teacher's workload, pay and conditions. The result of the recent ballot has now been announced with a majority of voting members opting for strike action. It should be noted that this strike is a national dispute and not a dispute directly with any Councils, Governing Bodies or Multi Academy Trusts.

In these circumstances schools and academies must try to sustain both its capacity to meet its statutory and social obligations to its pupils and students and its commitment to active and productive industrial relations with the members and representatives of its workforce to comply with the recent Department for Education (DfE) Guidance on [handling strike action in schools guidance](#).

## Guidance for School Leaders

The guidance issued by PACT HR in January 2023 to school leaders as to how to manage the situation before, during and after the industrial action, can be found by following the attached [link](#) with amendments as follows:

- **Year 7 Transition**

It is likely that for some schools the strike action could fall on planned year 6 to year 7 transition days. If this is the case, the primary and secondary school should liaise directly to ensure that there are sufficient staff in the secondary school for the transition day to go ahead as planned and if it is safe to do so following the DfE Guidance of schools remaining open as per the link above.

- **Collecting Data for the Department of Education**

The Department of Education have requested local authorities provide them with data about school closures. All schools/academies should record their status of whether they are to open, partially open\*, or close as soon as they are aware and within the possible timeframes:

Timeframe	Bradford Schools Online notification by
12 noon	Two working days before the planned strike day

*\*A school is defined as partially open if a discrete group of pupils is not able to attend or is sent home from school.*

For schools and academies who operate outside the Bradford Local Authority, contact should be made with the relevant Local Authority for information regarding notification of school closures due to the strike action.

### **Guidance for Employees**

Accompanying this Briefing Note is updated Staff Guidance which should be sent out on school letterhead or via school email to ensure that all staff receive a copy, which can be accessed by pressing the following link. Our updated staff guidance note can be found by following this [link](#).

### **Further information**

Further information regarding the strike action process can be obtained from your designated PACT HR Business Partner, if you subscribe to PACT HR services. Alternatively, further information can be obtained here:

- DofE Guidance: [Handling strike action in schools guidance](#)
- Bradford Schools Online School Closures: [Bradford Schools Online Closed Schools](#)
- Bradford Payroll Services: [CBMDC Payroll and Pension Liaison Service Resources | Bradford Schools Online](#)
- Information for unpaid payroll actions: [Bradford Payroll Unpaid Guidance and Spreadsheet Link for Completion](#)
- Bradford Authority Corporate HR Representative: [HRServiceDesk@bradford.gov.uk](mailto:HRServiceDesk@bradford.gov.uk) (for Bradford Council Maintained Schools).