

# MADANI SCHOOLS FEDERATION

Honesty | Excellence | Accountability | Respect | Teamwork

25<sup>th</sup> January 2023 | 4<sup>th</sup> Rajab 1444 AH

Assalamu 'Alaikum Wr Wbr (May His Peace, Mercy and Blessings be Upon You)

Dear Parent(s)/ Carer(s),

## REF: Industrial Action

As referenced in my letter dated 3<sup>rd</sup> January 2023 and as you may be aware, ballots have recently been carried out by a number of teachers' trade unions to determine whether their members agree to take strike action, following a dispute between the unions and the government about teachers' pay. **This has not arisen due to any issues at or with the school.**

The outcome of the ballots has been announced and currently only the members of NEU have voted to take strike action. Other unions who balloted did not meet the required thresholds.

The NEU have announced they will be striking on the following dates:

- 1 February 2023: All schools in England
- 1 March 2023: Schools in East Midlands, West Midlands, and Eastern region
- 15 and 16 March 2023: Two-day strike action in all schools in England

At this moment, **it remains our intention to keep the school open** wherever possible and we will take all reasonable steps to ensure that this is the case. However, we need to ensure that in doing so it we are able to meet the health and safety requirements for pupils and staff in school and so this remains subject to change. As mentioned previously, we are in the process of contingency planning for the upcoming strikes and any future strikes.

In the highly unlikely event that it becomes necessary to close or partially close the school, we will endeavour to prioritise the attendance of vulnerable children, children of critical workers and those with pupil exams and other formal assessments in line with Government guidance alongside providing some form of remote education to all students. We wish to assure you that we will be taking all reasonable steps to minimise disruption to pupil learning.

We appreciate the need for parents and carers to be notified at an early stage so that alternative arrangements can be made for pupils if they are unable to attend school. Planning is however likely to take some time as rules relating to industrial action mean that we are unable to accurately identify the exact number of staff that are likely to engage in strike action. We are currently in the process of engaging with staff to better predict numbers.

We continue plan for the worst and pray for the best as this situation develops and we will endeavour to keep you updated as soon as we are able. I would like to take this opportunity to thank you for your patience during this time.

Wasalaam,

**Mr Riyaz Laher**  
**Executive Headteacher**

Madani Schools' Federation

Madani Boys School | **Madani Girls School**



Executive Headteacher Mr Riyaz Laher | Deputy Head Mr I Patel | Deputy Head Mr N Khan | Business Manager Ms N Radford

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