

13 March 2026

Dear Parents and Carers,

I am writing to you on behalf of the Governing Body to share important information regarding potential industrial action at St Mary Redcliffe and Temple School.

We have been informed that the NEU is currently balloting its members regarding potential industrial action, including potential strikes, due to possible changes in their terms and conditions should SMRT become part of a multi-academy trust. Please be aware that the consultation process closed on 5 March 2026 and, as yet, no decision has been made.

The timeline remains (see process diagram – attached)

- Consultation closed: **5 March 2026**
- Governors to review all consultation feedback
- Governing Body decision: **March**
- If approved by both the SMRT Governing Body and the Lighthouse Partnership Board then an application is prepared and submitted to the Department for Education who then grant an Academy Order
- A careful review and necessary due diligence is undertaken e.g. land, finance, HR and final decision is taken by Governors once this has been completed

The views of staff and parents/carers on the academy consultation that we have run over the ten weeks have been really helpful for governors in working through the key questions, concerns and opportunities that all stakeholders have raised and are central to any decision-making process. Thank you so much to all who have contributed. Governors have been and are committed to reviewing each and every piece of feedback received over a long and extensive consultation – and particularly ensuring that, should the decision be made to join LSP, staff terms and conditions continue to align to the national terms set out in the School Teachers Pay and Conditions Document and support staff Green Book. It is also critical for governors to be confident that our distinctive ethos, curriculum, values, culture, staff and leadership will be supported to further flourish.

Throughout this process, governors have been supported by the Diocese of Bristol who have worked with us to ensure that all options have been considered and that the consultation is thorough, ensuring every opportunity for voices to be heard.

Liz Townend, the Director of Education for the Diocese of Bristol writes: “Governors’ involvement with staff, families, and the community has been exemplary. All opinions given have been read, noted, and taken seriously to enable them to make a thoroughly informed decision. The governors of the school have followed due process, recognising their role to lead the school forwards to maximise the opportunities for all young people in their care to

flourish. They have also considered carefully the legal requirements of the diocese as it is a church school, which brings additional complexity.”

I want to assure you that the Governing Body respect the rights of staff to participate in lawful, democratic processes regarding their employment. We are one community. However, our primary concern as Governors is, and always will be, the education, safety, and well-being of our students.

What This Means for You

No Immediate Change: The ballot is currently taking place, and it does not mean that industrial action will definitely go ahead or that school will close.

Updates: We are in close contact with the Headteacher to monitor the situation. Should the ballot lead to strike action, we will inform you as soon as possible to allow you to make necessary childcare arrangements.

Safety First: Decisions regarding whether the school can remain open or will need to partially close will be based on a thorough risk assessment of available staffing levels.

We understand that any potential disruption is frustrating and please be assured that we are doing everything in our power to minimise the impact on your child's learning. We are particularly mindful of our Year 11 and Year 13 student who are preparing for public examinations in the summer.

We understand that the ballot will formally close on 24 March and we are committed to keeping you updated as soon as we have more information. Thank you for your continued support and understanding.

Yours sincerely,

Stephen Brooke, Chair of Governors

Andy Spens, Vice-Chair of Governors