



9 January 2023

Dear Parents and Carers

### Industrial strike action

As you may be aware, the National Education Union (NEU), National Association of Head Teachers (NAHT) and NASUWT are currently holding ballots of their members on industrial action.

Strike action is the democratic right of every teacher who is part of a union and is a personal choice, both of which we respect as an Academy and Trust. As the Academy's Principal, it is my primary responsibility to ensure our students receive the highest standard of education and care.

The ballots will close in mid-January, after which the unions will decide whether to move forward with strike action. If a decision is made to take industrial action, this will take place on a set day or days. When the information is confirmed, I will be able to assess the number of our teachers who will not be in work.

We are currently reviewing plans to ensure that our school can operate as normally as possible with minimal disruption. If there are not enough staff to safely have students onsite, we will undertake a partial school closure for some year groups.

I am currently unable to provide further detail until any strike action is confirmed but I will update you in due course. If you have any questions, please do not hesitate to contact the school office.

Thank you for your continued support and understanding during this time.

Yours sincerely

Mrs M Smith  
Principal



Artsmark  
Platinum Award  
Awarded by Arts  
Council England



ASPIRE, ENDEAVOUR, ACHIEVE

[www.thevictoryacademy.org.uk](http://www.thevictoryacademy.org.uk)

Principal: Mrs M Smith BA (Hons) NPQH  
Director of Education (Chatham): Ms M Gage BA (Hons) NPQH  
Chief Executive Officer: Mr S Gardner BA (Hons) MSc NPQH NLE

Magpie Hall Road, Chatham,  
Kent, ME4 5JB

T: 03333 602140  
E: [office@thevictoryacademy.org.uk](mailto:office@thevictoryacademy.org.uk)

The Victory Academy is a member of The Thinking Schools Academy Trust, whose registered address is Park Crescent, Chatham, Kent, ME4 6NR. A company limited by guarantee registered in England and Wales. Company Number: 7359755