



18th June 2026

Dear Parents and Carers,

We are writing to you again to provide an update on the ongoing industrial action at St Cuthbert's. We know how difficult this period has been and we are very sorry for the disruption, uncertainty and stress it continues to cause for you, your children and the wider community.

Over the past week, we have continued to look for a way forward that prioritises the best interests of pupils while creating the space needed for constructive discussions. To this end, we are meeting with ACAS (the independent organisation that supports employers and unions to resolve workplace disputes) and union representatives tomorrow.

We recognise fully the impact this situation is having on everyone connected with the school. It has been a long and challenging period, and we know that many in the community are feeling the strain. Throughout this, our focus has remained on what will best support pupils now and in the long term, particularly given the urgency of improving outcomes across the school.

This week, the Trust Board has met at length to consider the best way forward. Continued industrial action is not in anyone's interests, particularly given the school's long-term performance and the need for rapid improvement in all areas.

In that spirit, the Trust Board has agreed to pause the proposed restructure. We hope this step creates the right conditions for constructive dialogue, and that unions will feel able to pause strike action while these discussions take place. We can only fully support the needs of your children when they are in school each day, and regardless of differing perspectives, our shared responsibility is to improve both the day-to-day experience and the longer-term life chances of all pupils.

At the same time, we believe it is important to be open with you. If these discussions are not successful, industrial action is likely to continue. From Monday, this could mean strike action taking place five days per week by NASUWT. We recognise the significant impact this would have on families, and we are doing everything we can to avoid this outcome. Although this is upsetting news, we would like to reiterate that the Trust Board remains fully committed to pausing the restructure in order to prevent this situation.

We will write to you again tomorrow following the ACAS meeting to share the outcome of those discussions and what this means for next steps.



**MAKE CHRIST *known*;
MAKING LIVES *better***



Thank you again for your patience and understanding during this very difficult time. We remain committed to working towards a resolution that allows every child to be back in school, learning and thriving as quickly as possible.

Yours sincerely,

Chris Foley
Trust CEO

John McAuley
Chair of the Trust Board

Peter Riley
Chair Trust Intervention Committee

