



Empowering our unique schools to Excel

St John's Church of England Primary School

ODBST Trade Union Recognition and Facilities

Policy Level:	2	<u>ODBST Statutory and Mandatory Policy</u> All schools must adopt these policies with local amendment strongly discouraged. These policies are centrally amended and binding on LGBs from the date of Board approval. They must be displayed on the School's website. Approval for all proposed local amendments must be sought from the ODBST Governance Lead prior to Local Governing Body resolution.
Other related ODBST policies and procedures:		
Committee responsible:	FRAPP	
Approved by:	FRAPP/ Trust Board	
Date Approved:	2 nd July 2020	
Date for Next Review:	July 2024	

In reviewing this policy the Trust Board has had regards to the Equality act 2010 and carried out an equality impact assement. It is satissfied that no group with a protected charecteristic will be unfairly disadvantaged

1. Recognition

- 1.1. The unions and professional associations recognised by the Oxford Diocesan Bucks Schools Trust (ODBST) are: National Education Union (NEU), NASUWT, NAHT and ASCL and UNISON and GMB for support staff. The NEU was formed by a merger of the ATL and NUT. These recognition agreements reflect a continuance under the TUPE Regulations.

2. Facilities

- 2.1. ODBST will enter the facilities arrangement agreed by the Bucks Association of Secondary Heads (BASH) for academies. This provides a contribution facilitating the release of union and professional association representative from their posts in schools so that they can effectively represent their members. The scheme reimburses the representative so that they are not receiving school pay for these duties, which would be to the detriment of the school where they are based. Trustees acknowledging that this supports the education community's best interest in that issues are resolved effectively when they arise. The Trust will therefore adopt the measure put forward by BASH and which will form the basis of a cross-academy agreement. (See appendix A).

3. Industrial Action

- 3.1. Trustees note that under the terms of TUPE the collective agreement on industrial action agreed with Buckinghamshire Council (formally Buckinghamshire County Council) or Milton Keynes Council, dependent on which local authority the school falls within, will automatically continue.
- 3.2. A minimum of seven days' notice (or such greater period as required by current employment legislation) must be given in writing to the Trust by the recognised trade union before a ballot on industrial action is taken.
- 3.3. The Collective Dispute Procedure must be exhausted before the commencement of any industrial action.

4. Professional Societies and National Bodies

- 4.1. ODBST encourages its staff to demonstrate their wider professional effectiveness through contacts with other professional associations and national bodies. Trustees note that participation in the work of these organisations is often of mutual benefit to its schools and the individual employee. The agreement of the Headteacher must be obtained before an employee undertakes an official position in such professional societies or undertakes work for national bodies. Agreement will not be unreasonably withheld but trustees expect the impact on the children and young people in its schools to be a factor in reaching this decision.

*Adopted by the ODBST Trust Board July 2020
To be reviewed by July 2024*