

Oxford Diocesan Bucks Schools Trust (ODBST)

"Empowering our unique schools to excel"



TRADE UNION RECOGNITION & FACILITIES POLICY

ODBST Level 1 Statutory Policy:	ALL Schools require this policy with no changes allowed to core text. No changes are necessary to personalise this with school name and branding, as this is a Trust level policy for use, without change, by all schools, except where a school contact is required as identified in the content of the policy. LGBs will note adoption in LGB meetings. Review will take place at Trust level, and schools will be notified of updates and review dates as necessary.
Other related ODBST policies and procedures:	ODBST Leave Policy
Committee responsible:	FRAPP
Approved by:	FRAPP
Date Approved:	28th November 2024
Review Date:	Autumn Term 2026

1. Recognition

The unions and professional associations recognised by the Oxford Diocesan Bucks Schools Trust (ODBST) are:

- National Education Union (NEU)
- NASUWT
- NAHT
- ASCL, 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. Facility Time

Sections 168 and 169 of the Trade Union and Labour Relations (Consolidation) Act 1992 entitle union representatives to reasonable time off, during working hours and without loss of pay, to carry out union duties and undergo relevant training.

Trade union duties include:

- negotiations with the employer, or other functions connected with the subjects of collective bargaining, such as terms and conditions, redundancy and dismissal arrangements.
- preparations for negotiations, including attending relevant meetings and informing members of progress and outcomes of negotiations.
- matters of discipline (e.g. accompanying employees to internal hearings).
- attending training in aspects of industrial relations relevant to carrying out their trade union duties. This training must be approved by the Trades Union Congress or by the trade union of which he/she is an official.

Union members and union representatives may also request reasonable unpaid time off during working hours to take part in union activities (in line with the ACAS Code of Practice).

3. Industrial Action

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.

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. Current legislation states that unions must give at least fourteen days' notice of the beginning of strike action to employers. While employees are not required to tell their employers whether they intend to take strike action, employers are able to ask staff if they are planning to strike to assist in planning.

The Collective Dispute Procedure must be exhausted before the commencement of any industrial action.

4. Professional Societies and National Bodies

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 or CEO in the case of a 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 withheld but Trustees expect the impact on the children and young people in its schools to be a factor in reaching this decision when agreeing reasonable time off for responsibilities.

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