

### **NASUWT requests a meeting with the Trust**

The NASUWT has requested meetings with the Lion Academy Trust on a local and national level on a number of occasions and these requests have been refused up to the current date.

The NASUWT and colleague unions meet with the majority of academy trusts in order to negotiate and consult on terms and conditions, policies and matters of health and safety. During the pandemic we have consulted with academy trusts on risk assessments and remote learning protocols/policies.

We are surprised and concerned that the trust is unwilling to meet with us. The majority of academies in the trust TUPED over with **trade union recognition** and we are sure that staff were under the impression that meaningful engagement with **trade unions** would continue to take place.

NASUWT members should be aware that concerns have been raised with the trust recently over issues such as workload, workplace stress and performance management.

The NASUWT will continue to request meetings with the trust in order to resolve members' concerns. We advise that each school NASUWT group elects an NASUWT Representative. To find out more about becoming a representative, contact: [advice@mail.nasuw.org.uk](mailto:advice@mail.nasuw.org.uk) or call 03330 145550.

### **Policy Consultation**

The NASUWT was consulted by email over six policies last term. These were: Appraisal; Capability; Annual Leave; Working from Home; Leave of Absence; Flexible Working and Maternity, Paternity, Adoption and SPL Leave. We requested a meeting to discuss these policies; however, this was not agreed.

Please note that while it is helpful that some consultation has taken place, we believe that meaningful consultation would involve holding regular meetings with the NASUWT and colleague unions.

While some changes have been made to the policies, they do not reach our minimum expectations and are therefore not agreed. The key reasons for this are:

#### **Appraisal Policy**

- The Lion Academy Trust policy does not have a limit on objectives and observations. The NASUWT expectation is no more than three objectives and three observations for a duration of no longer than three hours.
- There is no minimum review period for an informal support plan. The NASUWT requirement is a time scale of a term or 13 weeks, so that meaningful support can be provided.
- A union representative cannot attend an informal support meeting. In our view, this is a meeting at which members may require union support.
- Evidence for the process should be agreed in the planning meeting; and parent and pupil questionnaires are inappropriate for use in the appraisal process.
- There is no right of appeal in the policy.

*(continued overleaf)*

### Capability Policy

- The NASUWT position is that capability should not be started unless there is clear and triangulated evidence of sustained underperformance and agreed support has been provided under the Appraisal Policy. The trust position is that the procedure can be started if 'we' have serious concerns.
- We advise that the review period should be at least a term per review period so that reasonable time for improvement can be given. The Lion Academy Trust review period is four to six weeks, and exceptionally ten weeks.
- The NASUWT advises that in the case of a dismissal, a panel of independent governors (not including the headteacher) should make this decision. The Lion Academy Trust allows the headteacher to dismiss either individually, or as part of a panel.

### Leave of Absence Policy

We are concerned that paid leave is not given for a number of reasons usually common for teachers, for example, the policy states that:

- leave for religious festivals falling in school time is unpaid;
- paid leave is not granted for job interviews.

### Annual Leave Policy

Teachers should take time out in closure periods, so this policy does not apply to Teachers.

### Working from Home Policy

This policy does not apply to teachers as it states that requests are unlikely to be agreed for staff in pupil-facing roles.

### Flexible Working and Maternity, Paternity, Adoption, Parental and SPL Leave policies

These are largely statutory policies; however, the NASUWT believes that flexible working should be a first-day right.



The coronavirus pandemic has resulted in an unprecedented situation for schools and teachers. Teachers are on the front line as key workers. Workload has increased due to the challenges of social distancing, remote learning and the absence of pupils and staff. The NASUWT has prioritised the provision of information and advice for our members via the website and our Member Support Advice Team. We are in regular contact with the Department for Education regarding the measures required to protect teachers. The Coronavirus Advice Hub is updated daily with the issues raised by our members, and is available at: [www.nasuwt.org.uk/Coronavirus](http://www.nasuwt.org.uk/Coronavirus).

The Hub provides FAQs and information about:

- remote and blended learning;
- testing;
- health and safety and risk assessments;
- performance management and pay progression;
- the Coronavirus Job Retention Scheme or furlough.

The NASUWT is providing webinars on a number of topics over the lockdown. They are listed on the fortnightly email sent to all members.

If you are not receiving emails from the NASUWT, please ensure we have the correct details by emailing [membership@mail.nasuwat.org.uk](mailto:membership@mail.nasuwat.org.uk).

It should be noted that it is a legal requirement that schools consult with recognised trade unions and staff in regards to matters relating to health and safety, including risk assessments.

### **Supply Teachers**

The Coronavirus FAQs includes advice for supply teachers regarding the Coronavirus Job Retention Scheme which has been extended until March 2021. The NASUWT 'Better Deal for Supply Teachers' campaign is aimed at improving the pay and working conditions for supply teachers. Find advice for supply teachers and details of the campaign, including how you can contact your MP, at: <https://www.nasuwat.org.uk/Supply>.

### **Thanks to our NASUWT Representatives**

We would like to thank our school representatives, health and safety representatives and workplace contacts for supporting members at this difficult time. If you are a representative, please get in touch if further advice is required via: [advice@mail.nasuwat.org.uk](mailto:advice@mail.nasuwat.org.uk) and state that you are at a Lion Academy Trust school. All correspondence will be confidential.

If your school does not have a school representative or health and safety representative, and you would consider taking on this important role in the future, please email us at: [advice@mail.nasuwat.org.uk](mailto:advice@mail.nasuwat.org.uk) or call 03330 145550.

### **Advice for Members**

If you would like any specific advice about the current situation or any other workplace issue, email us on: [advice@mail.nasuwat.org.uk](mailto:advice@mail.nasuwat.org.uk). All correspondence will be confidential.



E-mail: [advice@mail.nasuwat.org.uk](mailto:advice@mail.nasuwat.org.uk)  
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