



Sidney Stringer
Multi Academy Trust

Trade Union Recognition Agreement

Autumn 2017 – Autumn 2020



STATEMENT OF COMMITMENT

1. The Trust is committed to developing a high quality learning and working environment for all its employees and pupils. We are committed to developing positive attitudes amongst all employees. Good employment relations are the responsibility of the Trust and the Trade Unions have an important role to play in this.
2. The Trust encourages unions to accept its responsibility to manage its affairs in an efficient and effective manner in order to ensure that it achieves its purpose of providing high quality learning, teaching and support for all of its pupils.
3. The Trust and all Trade Unions will share a common interest in furthering the aims and objectives of the Trust by achieving responsible solutions in all matters that concern them.
4. The Trust will work with all parties in their common objective to maintain constructive employment relations and believe that matters of concern should be raised initially by the staff member concerned with the appropriate line manager as identified in the overall Trust and/or academy structure.
5. Throughout all employment relations, all parties recognise the importance of mutual understanding and respect

DEFINITION

“Recognition” is defined as “the recognition of the union by the employer, to any extent, for the purpose of collective bargaining”. This covers such matters as consultation and/or negotiation on any of the following: -

- Terms and conditions of employment, including the physical conditions in which any employees are required to work;
- Engagement or non-engagement, or the termination or the suspension of employment or the duties of employment of one or more workers;
- Allocation of work or duties of employment as between workers or groups of workers;
- Matters of discipline;
- The membership or non-membership of trade union on the part of a worker;
- Facilities for trades union officials;
- The machinery for negotiation and/or consultation, and other procedures, relating to any of the foregoing matters, including the recognition by the employer of the right of a trade union to represent employees in any such negotiation or consultation or in carrying out of such procedures.”

Those unions recognised by the Academy, in relation to academy based employees are detailed below: -

TEACHERS’ ASSOCIATION

- ATL
- NAHT
- NASUWT
- NUT
- ASCL



NON TEACHING STAFFS UNIONS – OFFICERS AND SUPPORT STAFF

- UNISON
- GMB
- APEX
- TGWU

PRINCIPLES AND OBJECTIVES

The Trust recognises the trade unions identified in this policy for the purposes of:

- Collective bargaining and consultation on behalf of the workforce; and
- Consultation and individual staff representation on behalf of their members.
- Promoting and assisting in the establishment of good practice with regard to matters of employment and health and safety
- Effective communication, participation and involvement of staff
- Effective and prompt resolution of collective issues and disputes and equal opportunities in employment.

The trade unions are asked to recognise that it is the Trust's responsibility to plan, organise and manage the delivery of education to the pupils in each academy and that representative trade unions help to contribute to good employee relations.

The Trust recognises the Trade Unions rights to represent and protect the interest of their members employed in the Trust both individually and collectively

The Trust and Trade Unions will share a commitment to maintaining good employment relations and make every effort to resolve any difficulties that may arise and to ensure that this policy is effective.