

Statement Union Facilitation

Introduction

Synergy Multi-Academy Trust is committed to the involvement of unions representatives in helping to shape the Trust and some of the decision making that affects the working lives of staff and the delivery of education.

Principles and values

To deliver successful partnership working it is important to develop good formal and informal working relationships that build trust and share responsibility where appropriate, whilst respecting differences. The principles are intended to guide partnership behaviour, attitude and approach at all levels in Synergy Multi-Academy Trust. Through this statement all parties are committed to adopting the following principles:

- Striving jointly to continuously improve the working environment and education we provide to all our pupils.
- Trust and respect for each other's roles and responsibilities
- Commitment to the resolution of issues as near to the source as possible with openness, honesty and transparency in communication and decision making
- Top level commitment, a positive and constructive approach and commitment to work with and learn from each other.
- Discussion of emerging issues at the earliest opportunity, maintaining dialogue on policy and priorities with a commitment to ensuring agreed high quality outcomes.
- The maintenance of confidentiality where appropriate making the best use of available resources.
- Ensuring a 'no surprise' culture that values the diversity of staff, and the value diversity can give to the education we provide to our pupils.

Internal and external union representatives should be committed to an open and participative working style and will demonstrate this through their own behaviours and the behaviour they expect from their colleagues.

Roles & responsibilities

Synergy Multi-Academy Trust staff involvement requires line managers to be committed to an open and participative working style by being honest, open and fair in their relationships with staff. Managers will demonstrate this through their own behaviour and the behaviour they expect from their staff.

The Trust will ensure all levels of management are familiar with agreements and arrangements relating to partnership working/staff involvement including the principles and values in this statement alongside the Trusts union facilities agreement.

Staff will be encouraged and supported to contribute to changes and review of systems of work.

Unions will have access to all collective bargaining information under relevant legislation to enable them to contribute fully.

Staff involvement will take place throughout the Trust, irrespective of boundaries of functional structure.

The systems and process for staff involved at both management and functional levels will be supportive of, and supplementary to, the consultation procedures in place.

Staff have the opportunity to express their opinions and be actively involved in issues affecting them

Managers will ensure that internal reps and staff are treated fairly and ensure that their careers are not prejudiced by their involvement.

Example of trade union activities

The activities of a trade union member can be, for example:

Attending workplace meetings to discuss the outcome of negotiations with the Trust. Where relevant, and with the Trusts agreement, this can include attending such workplace meetings at the Trust's neighbouring locations

Terms and conditions of employment, or the physical condition in which workers are required to work

Engagement or non-engagement, or termination or suspension of the duties of employment for more than one or more workers.

Allocation of work or the duties of employment as between workers or groups of workers

Matters of discipline

Trade union membership or non-membership (new starters)

Machinery for negotiation or consultation

Facilities for trade union representatives

Reasonable paid time off to fulfil trade union duties and training

Where the member is acting as a representative of a recognised union, activity can be, for example, taking part in:

- Branch, area or regional meetings of the union where the business of the union is under discussion.
- Meetings of official policy making bodies such as the Executive Committee or Annual Conference
- Meetings with full time officers to discuss issues relevant to the workplace

There is no right to time off for trade union activities which themselves consist of industrial action.