

TCAT / JCNC meeting held on 15th June 2018 – 10:00 a.m.

PRESENT:

John Fryett (ASCL) (JF); David Shingler (GMB) (DS); Gary Mogey (NASUWT) (GM); Shaun Everett (National Education Union) (SE); Jason Heron (UNISON) (JH); Andy Moorcroft (Beamont Collegiate Academy) (AM); Tim Long (Bridgewater High School) (TML); Vicky Briggs (Great Sankey Primary School (VB); John Carlin (Penketh High School) (JC); Angela Grace (Penketh South Primary) (AG); Matthew Grant (Priestley College) (MG); Bev Scott-Heron (Sir Thomas Boteler Cof E High School); Adrienne Laing (Bridgewater High School) (AL)

SE (NEU) took the chair for the meeting.

		Actions
1.	Apologies Apologies were accepted from Pam Howard (UNISON) and Mick Burrows (NASUWT)	
2.	Minutes of Previous Meeting The minutes were accepted for the meeting on 23 rd November 2017.	
3.	Matters Arising Meeting dates for the 2018/19 academic year were agreed (see item 8). SE presented a paper on the promotion of union membership within TCAT. MG said that TCAT supported the aim of encouraging union membership. It was agreed that the academies would assist through the circulation of the TURA extracts to staff via relevant school information flows (internal portals/ email/ bulletins) and enable unions to have access to staff at INSET days, new staff induction days, trainee events. MG said that it was important not to duplicate the work of local representatives.	Unions to draft document for circulation based on TURA; Principals to provide calendar information. Unions to liaise with local representatives for information events
4.	2017/18 Pay update MG said that the pay agreement of the additional 1% for teachers on M2-M5 pay scales would be paid in the July pay and would be backdated to 1 st April 2018. MG said that TCAT had agreed to implement the NJC	



	<p>agreement for support staff. The increase would also be in July pay.</p>	
<p>5.</p>	<p>Policies Update</p> <p>Pension Discretions Policy MG said that the Pension Discretions policy had been approved by the Trust Board.</p> <p>Disciplinary Policy MG said that the Disciplinary Policy had gone to the Trust board who had approved it. JH said that it was disappointing that the policy had been rewritten from the LA policy. MG said that it had been necessary to write a new policy as there had been a number of policy variations across the Trust academies. He said that the policy had been circulated previously. SE said that the unions would put forward joint response raising any specific issues.</p> <p>Health and Safety Policy MG said that the policy had gone to the Trust Board who had asked for one change ensuring the Trust Policy has precedence over school policies in the case of conflict. It was noted that Adele Partridge is the Trust Health and Safety Advisor. SE noted that not all schools had trained H&S union representatives.</p> <p>Pay Policy (School Teachers) September 2018 MG presented the first draft of the policy. After extensive discussion, it was agreed that a formal response from the unions would be provided. MG said that the Trust board would be meeting three weeks hence and a response before then would be preferred.</p> <p>Grievance Policy MG said that the Grievance Policy was being presented to the Trust Board in its first draft in July.</p> <p>Data Protection Policy It was noted that the policy has been approved.</p>	<p>Cheshire Pensions to be notified.</p> <p>SE to draw together formal response from unions</p> <p>Unions to forward any final comments for the policy prior to approval by the Trust Board in the autumn term</p> <p>SE to forward formal response</p> <p>Unions to forward comments to MG.</p>



<p>6.</p>	<p>Facilities Time 2018/19</p> <p>MG said that the Trust would commit to contribute to the ongoing provision of facilities time. It was noted that 2 employees of the Trust were employee representatives of NEU and NASUWT. He said that proposal was that the Trust would pay for half a day per week for the two employees (totalling 1 day per week).</p> <p>SE said that the Trust should speak the Julie Holt at Warrington LA as this was a different arrangement than the one currently in place.</p> <p>AM said that the current agreement had broken down and this proposal was a way to rebuild the agreement.</p> <p>It was noted that the proposal was not linked to the fact the Trust employed the two union representatives concerned.</p> <p>GM said that he could see the proposals working and could solve the current issues.</p>	<p>MG to speak to Sarah Whittaker/ Julie Holt at the LA before finalising proposal.</p>
<p>7.</p>	<p>JCNC and JCC Relationships</p> <p>It was agreed that clear guidelines are required as to the split of responsibilities between the JCNC and school JCCs. In general, overall employment issues would be dealt with via the JCNC whilst school operational matters would fall to each academy's JCC.</p> <p>MG asked if the unions' had any model constitutions that could provide information on current practice to inform TCAT's arrangements.</p>	<p>Unions will ask head offices if model constitutions are available</p>
<p>8</p>	<p>Dates of meetings 2018/19</p> <p>12th October, 2018 8th February, 2019 17th May, 2019</p> <p>Venue to be notified.</p>	



9.	Any Other Business SE asked to clarify the position of TCAT with regard to the promotion of the position of local union representatives and liaison with them. MG said that the Trust would expect regional representatives to liaise and work with local representatives.	
	Meeting concluded 11:05 Date of next meeting: 12th October 2018	

Minutes approved on 12th October 2018

Signed

M. Grant
CEO - TCAT

S. Everett
NEU

	Meeting concluded 9:41	
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