

18 JUL 2016

**The Blessed Edward Bamber Catholic
Multi Academy Trust**

**Trade union Recognition Agreement
& Collective Agreement**

2016

*This agreement is binding in honour only and is not intended
to create legal relations between the parties.*

*The word 'Academies', used throughout refers to all the educational establishments
which are part of the Blessed Edward Bamber Catholic Multi Academy Trust*

INTRODUCTION

The Blessed Edward Bamber Catholic Multi Academy Trust has been established to advance, for the public benefit, education in the United Kingdom by establishing, maintaining, carrying on, managing and developing Catholic schools designated as such which shall offer a broad and balanced curriculum and shall be conducted in accordance with the principles, practices and tenets of the Catholic Church and all Catholic Canon Law.

The Trust wishes to establish a positive, supportive and enriching work place for its employees work by working with the trade unions and professional associations to further this aim. Seeking to be the employer of first choice in the area the Trust recognises the trade unions and professional associations also have this as a priority and can bring significant expertise and experience, to this area, which can help the Trust achieve its objective.

PRINCIPLES AND OBJECTIVES

1. The independent trade unions identified in this agreement are recognised for the purposes of collective bargaining, consultation and individual staff representation on behalf of the workforce.
2. This agreement is intended to promote and assist in the establishment of:
 - Jointly agreed pay and conditions of employment;
 - Good practice with regard to matters of employment and health and safety;
 - Effective communication;
 - Participation and involvement of staff;
 - Effective and prompt resolution of issues and disputes;
 - Equal opportunities in employment; and
 - Arrangements for discussion of professional issues in so far as they impact on staff working conditions and tenure.
3. This agreement is intended to be implemented alongside the obligations that the Academy Trust must meet in accordance with the TUPE regulations.

TRADE UNION REPRESENTATIVES

4. Trade union members have a statutory right to be represented by an official of their trade union. Whether that official is employed by the union or locally elected is a matter for the trade union.
5. The Academy Trust undertakes that no trade union representatives will suffer any disadvantage as a result of undertaking this role on behalf of trade union members.

Time off with pay for trade union representatives

6. The Academy Trust will permit trade union representatives reasonable time off with pay during their normal working hours (including release from timetabled teaching and learning support in the classroom) for the purpose of carrying out trade union duties.
7. The Academy Trust and the trade unions are committed to ensuring that trade union representatives receive appropriate training to allow them to discharge their trade union duties. The trade unions will provide appropriate training to their representatives. The Academy Trust will permit trade union representatives reasonable time off with pay to attend relevant training courses run by their trade unions or by other appropriate bodies and no reasonable request will be denied.

Other facilities for trade union representatives

8. The Academy Trust will provide trade union representatives and members with appropriate accommodation, administration and other facilities consistent with ACAS guidance.

Time off for trade union activities

9. In accordance with the ACAS Code of Practice the Academy Trust will allow trade union representatives and members reasonable time off during working hours for the purpose of taking part in trade union activity, including in particular representing the trade union at external meetings and conferences and time off for trade union representatives and members to attend annual conferences and other policy-making conferences of their trade union.

Bargaining Information

10. The Academy Trust will provide the trade unions with appropriate information on financial and organisational issues in order to allow meaningful consultation and negotiation (including information required for collective bargaining and consultation in accordance with the ACAS Code of Practice). The trade unions agree to treat information with sensitivity in cases of genuine commercial confidentiality.

Failure to Agree

11. If The Blessed Edward Bamber Catholic Multi Academy Trust and the trade unions cannot reach an agreement, the matter may be referred to the Advisory Conciliation and Arbitration Service (ACAS) in order to seek resolution of the issue. Both parties will seek to agree whether the referral shall be for conciliation or arbitration, and the constituents shall be tasked with seeking agreement on the terms of the referral.

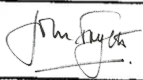
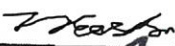
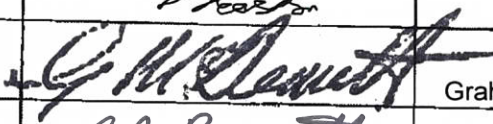

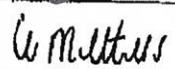
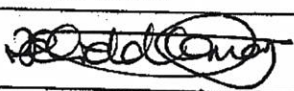
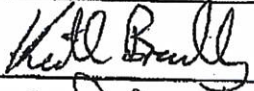
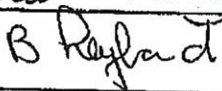
12. Whilst these procedures are being followed the Trust will honour the status quo ante.

Joint Consultative & Negotiating Committee (JCNC)

13. Joint meetings of the JCNC will take place as often as may be necessary as agreed in discussion between the parties; for example, once per term.

14. The date of the meeting and agenda will be agreed jointly following consultation with all constituents.

15. Action points agreed at the JCNC meeting will be circulated to all constituents.

Organisation	Signature	Full Name
ASCL		John Fryett
ATL		John James Easton
GMB		Graham McDermott
NAHT		Caroline Bennett
NASUWT – The Teachers Union		CHARLOTTE METTERS REGIONAL ORGANISER
NUT		PETER MIDDLEMAN REGIONAL SECRETARY
UNISON		KEITH BRADLEY REGIONAL ORGANISER 19.7.16
Blessed Edward Bamber CMAT		BARRY LEYLAND
This agreement is dated:		