



Sidney Stringer
Multi Academy Trust

Trade Union Recognition Agreement

December 2014 – December 2016



1. Status

The Education Act 1996 requires Governing Bodies to recognize teaching and support staff trades unions. This document informs the Academy of those trades unions which essentially are those party to the appropriate national agreements.

2. 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

- Association of Teachers and Lecturers
- National Association of Head Teachers
- National Association of Schoolmasters Union of Women Teachers
- National Union of Teachers
- Association of School & College Lecturers



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NON TEACHING STAFFS UNIONS – OFFICERS AND SUPPORT STAFF

UNISON
GMB/AP
EX
Transport and General Workers Union

NON TEACHING STAFFS UNIONS – YOUTH AND COMMUNITY STAFFS

Community and Youth Workers' Union

Whilst Governing Bodies are not precluded from recognising other associations or trades unions, they should consider the full implications of doing so, including the possible effects on existing industrial relations, and a possible proliferation of other unions who would then be entitled to consultation, negotiating, facilities, and access information, rights at academy level.