



Union Reps Group Meeting

Meeting Tuesday 21st March 2024 @2.15pm FHS Research Hub

Present

Chair - Fiona Hammans
 Ben Harrison (NASUWT)
 Tracey Miles (Unison)
 Michaele Philbin (NEU)
 Andrew Walker (NEU)
 Dan Whitley (NASUWT)
 Debbie Brooks – taking notes

Apologies

Copies Heads, JT, ZB.

1	Welcome and apologies
	All were welcomed to the meeting. A member of RCS staff has agreed to be the person to whom RCS staff sent their issues arising and these will then be sent to DB for following meetings.
2	Minutes and matters arising from 24th January 2024
	Photo consent form feedback from schools. The form is too long and cumbersome to complete and analyse. A new form is being considered that meets DPA requirements but with far fewer questions for consent. All other items are on the agenda for this meeting.
3	Health and Safety feedback
	JMS <ul style="list-style-type: none"> • Supervising toilet areas during breaktimes has become untenable. Students blocking doors, hiding in the toilets. • Dining hall behaviour has improved with the increase in staffing, but behaviour across the day is poor. More students going outside at lunchtime. • Truancing within the school is high with students going into other areas to cause disruption, take other students out of the lesson and distract the teachers from their teaching. • Students being purposefully openly defiant and disrespectful. • On-call staffing seems to have been reduced from a teaching point of view. • Giving C3s adds to administration tasks in terms of 'phoning parents and paperwork, thus increasing workload and not helping relationships. (FHS does not ask teachers to call parents in this instance.) • Concern regarding lack of learning. • Safeguarding issues due to students not being in class. • Steady decline in the last two years. • Staff wellbeing a concern. <p>CEO: It will improve in time, through the school pulling together and strategies being in place but working whilst this is occurring is obviously difficult and exhausting.</p> <p>Action: CEO to feedback to Headteacher.</p>

4	People Plan
	When reps are talking with individuals in schools, if those individuals want to make suggestions as to what might make working for the Trust better for them, please bring those ideas to this meeting.
5.	Appraisal – interim meetings for teachers
	<ul style="list-style-type: none"> • Practice is not following policy. • CEO has had meetings to discuss this with Headteachers and has asked that the teacher standards, the upper pay spine standards, the leadership spine requirements and any other relevant standards are considered at the time of teacher interim reviews. Not all Standards need assessing at this point but knowing what they are and that it is a basic requirement to meet them is important. • Assessment should be primarily against these standards and the objectives should help to focus the work in that one year. • It may be the case for all teachers but particularly those in UPS, that the three appraisal targets may not be suitable and one or two which relate to what teachers are already doing might be the case. • Potentially different process at various stages. • Guidance and advice on appraisal is needed. <p>Action: Feedback and ideas to be sent to the CEO.</p>
6.	Items from around the table
	<p>Attendance policy for staff.</p> <ul style="list-style-type: none"> • Protocols need to be the same and transparent across the Trust. Schools should all follow the procedure. • Staff who have a pre-booked absence for medical reasons which involve an appointment, will be asked to produce the appointment letter (with private medical information withheld if colleagues do not wish to disclose their medical information). This ensures there is no variability in the treatment of individuals. <p>Action: CEO to look at this and discuss with schools.</p> <ul style="list-style-type: none"> • The Trust follows OCC for its HR policies, but the OCC seems not to be updating policies and procedures to reflect current thinking. Perhaps the Trust should move forward with new models using best practice and propose our policies and procedures to OCC. <p>Action: HR policies will be reviewed after the work on the People Plan survey has been developed.</p> <p>CEO: if we are in the position where we are going to alter terms and conditions from OCC’s policies and procedures, the CEO will notify reps and reps will liaise with regional or national teams.</p> <ul style="list-style-type: none"> • The Trust does not have a central HR person. This will be needed as the Trust enlarges. <p>Cover for lessons</p> <ul style="list-style-type: none"> • FHS SLT have been carrying out over 50% of cover in this academic year. • “Teachers should be required to provide cover only rarely and only in circumstances that are not foreseeable” (STPCD) • Staff illness is not completely unforeseeable. We need to be looking at covering in other ways. One option is to say that we do not have enough staff to run all year groups, and this would protect the welfare of all involved, and has been used in the past. • There seems to be a correlation between those asked to cover and TLR holders as they have more periods in the week where they could be pulled for cover. • Student Wellbeing Managers are used for cover at FHS but therefore might not have time to carry out their safeguarding roles (DDSLs) • PPA time should not be used for cover.

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| | <ul style="list-style-type: none">• JMS support staff are being used to cover periods and deliver content which they are not happy about.
Action: concerns arising in schools should be discussed with the Headteachers in the first instance.• Discussions with Headteachers about Directed Time should be carried out before the end of each academic year. This should be digitised and transparent.• NASUWT negotiated that the STPCD now includes the list of 27 clerical and admin tasks that teachers should not be carrying out. This is now in contract. |
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Next meeting: Tuesday 7th May at 2.15pm, venue to be arranged.