



## Union Reps Group Meeting

Meeting Tuesday 14th November 2024 @2.15pm JMS, JMA meeting room.

### Present

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

### Apologies

Andrew Walker (NEU)

**Copies** Heads, JT, ZB.

<b>1</b>	<b>Welcome and apologies</b>
	All were welcomed. AW was covering a lesson, and apologies were sent to the meeting.
<b>2</b>	<b>Minutes and matters arising from 17<sup>th</sup> September 2024</b>
	<p><b>1. Directed time.</b> There is work being carried out at JMS to bring the two secondary schools in line. The initial discussions are being held at strategic leadership level. The detail of the outcomes is not yet known, but this is in process.</p> <p><b>Part-time directed time, timetables.</b> These are being circulated to colleagues next week at FHS.</p> <p><b>3. Pay.</b> The pay increases will be in the November pay.</p> <p><b>Action: DB/CEO</b> to check with the COO what the % increase is for support staff and send to this group next week for them to circulate to relevant staff members. (post-meeting note: flat rate per point of £1290, the percentage differs dependent on the grade.)</p> <p><b>Appraisal.</b> Reps were thanked for their comments on the draft policy. The Trust is adopting OCC HR policies for this academic year. From September 2025 these will become more individualised.</p> <p><b>5. Wellbeing.</b> At the last meeting Reps were interested in seeing the development of a policy rather than a Charter.</p> <p><b>Action: DB</b> Louise Stevens (Trust Head of HR) is to be invited to the next meeting. (post-meeting note: LS has been invited)</p> <p><b>Workload</b> Each school should be reviewing mechanisms affecting work-life balance and mitigate pressures. A discussion ensued regarding the different pressures at each school. It was noted that effective collaboration across the schools would be beneficial although workload can hinder this.</p>
<b>3</b>	<b>H&amp;S</b>
	It was noted that Andy Duxbury is now the FHS rep for the NASUWT. DW is now the H&S workplace rep but will continue in this group.

	<p><b>JMS.</b> Every Monday morning the water coming from the taps in the cooking areas is brown and needs to be run for some time before it clears. The water also needs to be boiled before drinking.  <b>Action: CEO</b> to discuss this within the Central Team.</p> <p><b>FHS.</b> There are still heating issues. Waiting for the upgraded electricity supply to be connected to the school.</p>
<b>4</b>	<b>Pay and appraisal</b>
	Between now and end of year OCC appraisal policies are to be adopted.
<b>5</b>	<b>Union consultation mechanism - OHRF</b>
	<p>The trust is looking into moving away from OCC policies and working with the Oxfordshire HR Forum (OHRF) which is an academy trust group where multi academy trusts can consult with Unions on policy. OCC policies are tailored to maintained schools in terms of who should be involved at various levels so the move would be due to perspective rather than the content of the policies.</p>
<b>6</b>	<b>Items from around the table.</b>
	<p>A suggestion from JMS was discussed regarding the difficulty of covering teachers for period 5 to attend this meeting.</p> <p><b>JMS.</b> Ben has resigned as union rep and is stepping down as from this meeting. A new rep is being sought. The CEO thanked Ben for all his work and contributions over his time with this group.</p>

**Next meeting: Tuesday 21<sup>st</sup> January 2025, FHS Research Hub.**