

**EXECUTIVE BOARD**  
**23<sup>RD</sup> September 2019**

**MODEL COLLECTIVE DISPUTE POLICY & PROCEDURE FOR SCHOOLS**

**Recommendations / key decisions required:**

To endorse the adoption of the Council's updated Model Collective Dispute Policy & Procedure for Schools

**Reasons:**

This policy and procedure has been developed to provide a means for trade unions and the school to seek to resolve disputes that might arise in relation to groups of employees.

Relevant scrutiny committee to be consulted NO

Exec Board Decision Required YES

Council Decision Required NO

EXECUTIVE BOARD MEMBER PORTFOLIO HOLDER: Cllr. Mair Stephens

**Directorate:** Chief Executive's / People Management

**Name of Head of Service:**

Paul R. Thomas

**Report Author:**

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**Designations:**

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**EXECUTIVE SUMMARY**  
**EXECUTIVE BOARD**  
**23<sup>RD</sup> SEPTEMBER 2019**

**MODEL COLLECTIVE DISPUTE POLICY & PROCEDURE FOR SCHOOLS**

**1. BRIEF SUMMARY OF PURPOSE OF REPORT**

Schools seek to ensure that their policies and procedures provide fair treatment to all employees. However, in any organisation collective disputes may nevertheless arise.

This Model Collective Dispute Policy & Procedure for Schools has therefore been developed following negotiation with the recognised trade unions to provide a means for those trade unions and the school to seek to resolve disputes that might arise in relation to groups of employees.

The Collective Disputes Procedure aims to settle disputes as near to the point of origin as possible. A commitment to this policy and procedure will mean that both parties are willing to examine and discuss the subject of the dispute and negotiate possible means of jointly resolving the dispute in the best interests of all concerned.

**DETAILED REPORT ATTACHED?**

**YES**

## IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report :

Signed: 

Assistant Chief Executive (People Management)

Policy, Crime & Disorder and Equalities <b>YES</b>	Legal <b>YES</b>	Finance <b>NONE</b>	ICT <b>NONE</b>	Risk Management Issues <b>NONE</b>	Staffing Implications <b>YES</b>	Physical Assets <b>NONE</b>
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**1. Policy, Crime & Disorder and Equalities**

The recommendations support the Council's Strategic Aim 'Building a Better Council' and 'Making Better Use of Resources'

**2. Legal**

This Model Collective Dispute Policy & Procedure for Schools has been developed in line with ACAS Code of Practice 1 - Disciplinary & Grievance Procedures which came into force on 11<sup>th</sup> March 2015.

**6. Staffing Implications**

The HR Team will provide advice and guidance to schools on the application of the Model Collective Dispute Policy & Procedure for Schools.

## CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: 

Assistant Chief Executive (People Management)

- 1. **Scrutiny Committee** None
- 2. **Local Member(s)** None
- 3. **Community / Town Council** None
- 4. **Relevant Partners** None
- 5. **Staff Side Representatives and other Organisations** HR / TU Forum (New Schools HR Policies) – 3<sup>rd</sup> July 2019

**Section 100D Local Government Act, 1972 - Access to Information**

List of Background Papers used in the preparation of this report:  
**THESE ARE DETAILED BELOW**

Title of Document	File Ref No.	Locations that the papers are available for public inspection
Model Collective Dispute Policy & Procedure for Schools		Attached
ACAS Code of Practice 1 - Disciplinary & Grievance Procedures		<a href="http://www.acas.org.uk/media/pdf/p/f/11287_CoP1_Disciplinary_Procedures_v1_Accessible.pdf">http://www.acas.org.uk/media/pdf/p/f/11287_CoP1_Disciplinary_Procedures_v1_Accessible.pdf</a>