

# NEU IN TRANSITION: PROTOCOLS FOR REPS



## How will NEU impact on your ATL rep/contact role?

Strengthening our influence at schools and colleges in an ever more fragmented education landscape lies at the heart of the new union's rationale. Strong rep teams to secure an inclusive and representative union in every workplace our members work in – including current ATL and NUT reps – is our long-term objective.

The effective date for the NEU to come into being is 1 September 2017 when ATL and NUT will operate in parallel sections governed by their current democratic structures under the umbrella of a Joint Executive Council until full amalgamation in January 2019, with joint general secretaries until 2023.

## Transitional arrangements for ATL and NUT reps

During the transitional period from September 2017 to January 2019 there will be no change in our ATL local structures and likewise no change in the appointment, election, roles and responsibilities of ATL workplace reps and contacts. Nor in the support reps and contacts receive from ATL districts, branches, regional officials and the London office. Likewise for NUT reps. Specifically, during the Sept 17 to Jan 19 transition period:

- There is no reason why either an ATL rep or an NUT rep should step down from their roles.
- Where ATL and NUT reps receive paid release/remission to undertake their roles there is no reason that should change either.
- Under the terms of the amalgamation all recognition agreements to which either ATL or NUT are signatories will be inherited by the NEU. There will be no need to review or amend any such agreements.

### In maintained/academy schools and sixth form colleges across England & Wales:

- Where there is also an NUT rep in your school then you will each represent ATL section and NUT section members as now and you should meet regularly to co-ordinate recruitment, communication, negotiation and representation matters, just as many of you will already.
- Where there is not an NUT rep in your school then the NUT section members will first be given the opportunity to elect an NUT rep in accordance with their sectional rules. If they do not elect such a rep

then NUT section members will have the option to seek support from you (and if so further guidance will be issued to you on what this entails).

## **How about independent schools?**

Almost without exception, in independent schools, former ATL members will outnumber former NUT members by at least two to one. Typically – and certainly where ATL was recognised but NUT was not – the ATL rep will become the lead workplace rep for the NEU, acting in exactly the same way as they do now within ATL but on behalf of the larger, combined NEU membership. Where ATL has sole recognition (e.g. Girls Day School Trust) and/or where NUT is not currently recognised, that recognition will cover the combined NEU membership and the ATL rep will act as the lead rep on their behalf.

## **How about FE colleges?**

If you are a rep in an FE college, during transition the NEU will inherit an almost exclusively ATL membership and recognition and you will continue to act exactly as now – including retaining any existing paid release/remission - but on behalf of the NEU.

## **How about Northern Ireland & Scotland?**

As the NUT does not currently operate in either of these nations, during transition the NEU will inherit an exclusively ATL membership - and in Northern Ireland exclusively ATL recognition – so you will continue to act exactly as now – including retaining any existing paid release/remission - but on behalf of the NEU.

## **How about AMIE members?**

ATL AMIE members will be supported exactly as now, first via their ATL workplace rep and when they choose it via our dedicated team of AMIE regional officers by calling the AMIE helpline 01858 464171.

## **How about post-transition?**

From January 2019, we will encourage ATL and NUT reps to remain in post and operate as joint NEU reps. The NEU provides an opportunity to combine our resources and build strength by maximising the contribution of all reps in any workplace, ATL and NUT, including those leading on union learning, equalities or health and safety.

## **Use your voice to shape the NEU**

Every sector and segment of ATL membership will be valued in the NEU. ATL's well established sector voice and networks – for support staff, independent schools, post-16 colleges, AMIE leaders and ATL Future trainees and NQs – will

continue to operate exactly as now during the transition – sector conferences, committees, newsletters, CPD and presence at annual conference. The post-transition rulebook secures much of this activity within the NEU once ATL and NUT sections fully amalgamate in January 2019.

So now it is up to reps and members in these sectors to use their voices and develop these networks to shape the NEU to be as effective as possible on their behalf. During transition this will mean developing close links with counterparts in the NUT section – from trainees and NQs to leaders, sixth form colleges to independent schools, academies, maintained schools and FE colleges.

The NEU's twin campaigning priorities of workload and funding will provide an excellent opportunity to consolidate these links, work together and to be a game-changer across our members' workplaces, sectors and nations. In many schools and colleges the combined NEU membership will constitute the majority of the workforce. It is up to ATL and NUT reps to work even closer together than they do now to take this opportunity in both hands and make it count for our members.

## **Need more information or guidance?**

Further guidance will be issued about these transitional arrangements before the NEU comes into being on 1 September 2017. If you have any specific questions contact your branch secretary, email [organise@atl.org.uk](mailto:organise@atl.org.uk) or call 020 7930 6441.