



National Education Union in Transition: Protocols for Reps

How will the NEU impact on your NUT rep 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 with NEU members – including current NUT and ATL reps – is our long-term objective.

The NEU came into being on 1 September 2017. 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 NUT local structures and likewise **no change** in the appointment, election, roles and responsibilities of NUT workplace reps. Support and development for reps will similarly remain unchanged.

Specifically, during the September 2017 to January 2019 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 ATL rep in your school/college 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 be doing already.
- Where there is not an ATL rep in your school/college then the ATL section members will first be given the opportunity to elect a rep in accordance with their sectional rules. If they do not elect a rep then ATL 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?

The same arrangements apply in independent schools. Where ATL has sole recognition, however, that recognition will cover the combined NEU membership and the ATL rep will act as the lead rep for consultation and negotiation.

How about Soulbury members?

As NUT has sole recognition for teachers on Soulbury terms and conditions and ATL is not currently recognised, that recognition will cover the combined NEU membership and the NUT rep will act as the lead rep for consultation and negotiation.

How about teachers in residential establishments?

As NUT has sole recognition for teachers in residential establishments and ATL is not currently recognised, that recognition will cover the combined NEU membership and the NUT rep will act as the lead rep for consultation and negotiation.

How about leadership members?

NUT leadership members will be supported exactly as now, via their local elected structures or by the AdviceLine.

How about FE colleges?

During transition the NEU will inherit an almost exclusively ATL membership in FE colleges and recognition will cover the combined NEU membership led by ATL reps for consultation and negotiation.

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 every workplace, ATL and NUT, including those leading on union learning, equalities or health and safety.

Use your voice to shape the NEU

Every rep and member will be valued in the NEU. The NUT's democratic structures and workplace organising will continue to operate during the transition – equality conferences, rep and officer training, professional development, campaigning, bargaining and recruitment. The post-transition rulebook secures this activity within the NEU once ATL and NUT sections fully amalgamate in January 2019.

So now it is up to reps and members to use their voices and develop these networks to shape the NEU to be as effective as possible. During transition this will mean developing close links with counterparts in the other section.

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 NUT and ATL reps to work even more closely together than they do now to take this opportunity in both hands and make it count for our members.

Further information

If you have any further questions, contact your ATL branch secretary or NUT division secretary, or else your Wales/Northern Ireland/regional office.

