

# Y BWRDD GWEITHREDOL

## 23 Medi 2019

### POLISI A GWEITHDREFN ANGHYDFOD TORFOL (ENGHREIFFTIOL) AR GYFER YSGOLION

#### Yr argymhellion / penderfyniadau allweddol sydd eu hangen:

Cymeradwyo mabwysiadu Polisi a Gweithdrefn Anghydfod Torfol (Enghreifftiol) y Cyngor ar gyfer Ysgolion.

#### Y Rhesymau:

Datblygwyd y polisi a'r weithdrefn er mwyn darparu modd i'r undebau llafur a'r ysgol geisio datrys unrhyw anghydfodau a allai godi yng nghyswllt grwpiau o weithwyr.

Angen ymgynghori â'r Pwyllgor Craffu perthnasol NAC OES

Angen i'r Bwrdd Gweithredol wneud penderfyniad OES

Angen i'r Cyngor wneud penderfyniad NAC OES

YR AELOD O'R BWRDD GWEITHREDOL SY'N GYFRIFOL AM Y PORTFFOLIO: Y  
Cynghorydd Mair Stephens

**Y Gyfarwyddiaeth:** Y Prif Weithredwr/Rheoli Pobl

**Enw Pennaeth y**

**Gwasanaeth:**

Paul R. Thomas

**Awdur yr Adroddiad:**

Julie Stuart

**Swydd:**

Prif Weithredwr Cynorthwyol (Rheoli Pobl)

Uwch-bartner Busnes Adnoddau Dynol

**Rhifau Ffôn:**

**Cyfeiriadau E-bost:**

01267 224825

[PRThomas@sirgar.gov.uk](mailto:PRThomas@sirgar.gov.uk)

01267 246375

[JStuart@sirgar.gov.uk](mailto:JStuart@sirgar.gov.uk)

**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>
---	---------------------	------------------------	--------------------	---------------------------------------	-------------------------------------	--------------------------------

### 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>