

ORGANISING IN SCHOOLS

Mary Goodson

- Chair of London Region Local Government & Schools Forum
- Barnet Branch Secretary
- National Schools Committee Delegate

GMB

UNION



Lisa Bangs
Lead Organiser
for Schools &
Academies

Keith Williams
Senior Organiser for
Public Services





- ***GMB ONLY REPRESENTS SUPPORT STAFF IN SCHOOLS***



GMB LONDON– WHAT ARE WE DOING?



- **All Head Teachers written to setting out GMB position**
- **Requested all risk assessments be reviewed and revised**
- **Written to all Local Education Authorities**
- **Supported Members by providing regular updates, guidance and template letters**



What does 'organising' in schools mean?



- **having a workplace representative**
- **making an issue for one, an issue for all**
- **ensuring the voice and issues of support staff are heard**
- **achieving the changes you want to see in your workplace**



WHAT DOES A WORKPLACE REPRESENTATIVE DO?



- **Raises issues on behalf of GMB members**
- **Keeps GMB members up to date with info from GMB**
- **Advises and helps GMB members with any issues**
- **Represents GMB members in the workplace in meetings**
- **Helps to ensure the voice of support staff is heard in schools**

ALL GMB WORKPLACE REPS ARE PROVIDED WITH TRAINING AND ARE FULLY SUPPORTED BY REGIONAL ORGANISERS



What are collective issues



- **Health & Safety issues**
- **Concerns about workload**
- **Violence in the workplace**
- **Domestic violence**
- **Menstruation to Menopause**
- **COVID-19**



COVID-19 COLLECTIVE ISSUES



- **Unfair working practices and expectations**
- **Risk Assessments**
- **Bubbles**
- **Being required in work for non-essential reasons**
- **Lateral Flow Tests**



PAY, TERMS & CONDITIONS



- **Green Book T &Cs, apart from a very small number of members in multi-academy trusts with whom we negotiate separately**
- **Job Evaluation**
- **Additional Hours**
- **Overtime**
- **Self Isolating**
- **Sick Pay**



HOW CAN ISSUES BE ADDRESSED?



INFORMALLY

- **by talking about the issue and seeing if a mutually agreeable solution can be found**
- **by sending an email, setting out the issue or concerns stating it is hoped the matters can be resolved informally**

FORMALLY

- **by raising a collective grievance**



WHAT HAPPENS NEXT?

- Organise a meeting of GMB members
- Select a campaign issue to take forward
- Contact your local Branch or Regional Organiser to request assistance

FURTHER INFORMATION

- Email schoolsteamlondon@gmb.org.uk



TOGETHER WE ARE STRONGER



The more GMB members we have in a workplace the stronger we are and together we make a difference

If you have any colleagues who are not in a Union, they can join online at www.gmb.org.uk/join



GMB
UNION

**MAKE
WORK
SAFE**

Q&A

LISA BANGS
Lead Organiser
For Schools & Academies

KEITH WILLIAMS
Public Services
Senior Organiser



@schoolsgmblon



**Questions
about
individual
issues need
to be
addressed
separately
from this
Q&A session**





THANK YOU FOR ATTENDING

We hope it has been useful

schoolsteamlondon@gmb.org.uk

 @Schoolsgmblon