

It all adds up to

Livability

Union response to NEU and NASUWT

22 March 2021

The Executive Leadership Team (ELT) at Livability have provided documented evidence of engagement with staff and unions including numerous exchanges of emails which I am satisfied with.

We employ people in different parts of the Charity who have been through the same process and shown commitment to the organisation knowing the challenges that we face as a Charity.

To address matters raised in your letter, I would like to highlight the following key points:

- The Charity is in deficit and so is the school in terms of a stand-alone budget.
- Prior to the restructure we had 23 teachers on 4 different terms and conditions.
- The ELT have acted responsibly by taking steps forward to future proof the organisation across the charity.
- Burgundy Book Terms and Conditions are not offered in all Schools.
- We have engaged in a meaningful consultation and honoured all other terms and conditions apart from sickness and maternity pay.
- Across the organisation, teachers at VEC have ended up with the most favourable terms.
- A due consultation process was followed with everyone being offered the opportunity of one-to-one meetings.
- All email queries were comprehensively addressed with regular FAQs being circulated to ensure all staff were consistently kept informed.

- The consultation commenced 21st of October 2020 and ended on the 17th of December, it was extended twice to allow more time for deliberation.
- A number of group meetings and individualised one to one meetings were held with all staff.
- A formal meeting was held with the trade unions on the 21st of October to ensure they were fully briefed on the process and to answer any of their questions. As part of this - and to demonstrate the commitment to a meaningful consultation process, the TU requested information including an equality impact assessment. This was subsequently carried out and a robust report was provided to unions and members.
- There was a genuine and meaningful consultation and the feedback received from consultation were taken on board by the ELT with further amendments being made to the initially proposed terms.
- The essence of a meaningful consultation for us is reaching a middle ground, we believe we have done this; not offering the terms and conditions that staff requested for is not sufficient grounds to present a case for lack of meaningful consultation.
- The final terms on offering changed with the inclusion of a discretionary payment which gives 50% of standard Terms and Conditions in relation to sick pay. All teachers stated they were never off sick and should not be impacted.
- No one has lost their job.
- The Charity continues to pay Pension contributions of 23.68% and has backdated everyone's pay to September to 2.75% despite the challenging financial situation.
- Very few individual teachers were impacted by the maternity pay.
- There is no obligation on Livability to engage in negotiation with the unions given there is no collective agreement in place.
- The Teachers at VEC already have better Terms and Conditions compared to its sister Education provision.

We acknowledge that the teachers at VEC are dedicated professionals. This has never been in dispute. They work for a Charity that is in deficit and has acted reasonably to create a sustainable future.

We acknowledge that it can be a very difficult decision for an employee to take a strike action, but your observation that they are committed to the children and school does not support actions in the best interests of the children.

Finally, we are committed to fostering good and effective relations with our employees and trade unions alike and it is with regret that we find ourselves in this

position. I am saddened with the unions' actions which demonstrably work against the progress of the school and the Charity. I understand that there is a meeting being planned in the month of April/May and I hope that these matters can be concluded before then.

Please consider this as a collective organisational response.

Yours sincerely,

Adele Audin

NPQH Director for Education