

## Summary of LAAT Policies

Policies Adopted by LAAT but Not Agreed by the NASUWT Policy	Primary reason/s for non-agreement
Pay	<ul style="list-style-type: none"> <li>• A lack of clarity on the process for application to the Upper Pay Range</li> </ul>
Appraisal	<ul style="list-style-type: none"> <li>• Suggests that objectives can be changed because of change of line manager</li> <li>• No process for a teacher to request a change of line manager</li> </ul>
Managing sickness absence	<ul style="list-style-type: none"> <li>• No reference to discretion and sensitivity throughout the policy</li> <li>• Timescales used for meetings are too short</li> <li>• Restrictions on the reporting of absences</li> <li>• <b>Inappropriate indicator points may bring too many teachers into the formal process</b></li> </ul>
Grievance	<ul style="list-style-type: none"> <li>• No reference to how collective disputes are dealt with (e.g. The Burgundy Book)</li> <li>• More detail needed on the mediation process</li> <li>• The right to representation throughout the process</li> </ul>
Disciplinary	<ul style="list-style-type: none"> <li>• References to a probationary period</li> <li>• The right to representation throughout the process</li> <li>• Reference throughout to 5 working days rather than 10 working days</li> <li>• Expired warnings are not removed and destroyed</li> </ul>
Flexible working Policy	<ul style="list-style-type: none"> <li>• Does not conform to the NASUWT checklist, particularly in relation to the expectation that flexible working is seen as a day-one right.</li> </ul>
Code of Conduct	<ul style="list-style-type: none"> <li>• Unnecessary as teachers already have a code of conduct in the Professional Standards for Teachers</li> <li>• Unnecessary expectation that employees have signed to say they have read and understood the policy</li> </ul>