



## Action plan

### *5 steps to defend the TPS in the independent sector*

#### **1 – Meet with members**

- Get together with fellow NEU members. Your strength is in the union.
- This should be led by the NEU rep. If there is not one in your workplace, talk to other members and [volunteer to be a rep!](#) Better still get together a small NEU rep team.
- Promote the NEU campaign [Protecting independent schoolteachers' pensions](#)
- Read the NEU rep successes stories. Make sure colleagues are aware that NEU members have successfully defended their TPS in over 50 independent schools
- Contact the NEU for legal advice on your contractual rights
- Do not enter any discussion of alternative schemes until the option staying in the TPS has been fully examined and exhausted
- Check list of [independent schools in the TPS](#) for local or comparable schools
- Discuss strengthening the staff voice through [trade union recognition](#)
- Ask colleagues, not in a union, to join the NEU

#### **2 – Make NEU representations**

- Use the NEU model TPS campaign letters to make robust representations
- If your employer is talking about the possibility of leaving, make sure they know how strongly staff feel by using the [NEU Model letter opposing withdrawal from TPS](#)
- If they are instigating formal consultation on leaving, use the [NEU Model letter seeking meaningful consultation on TPS](#)
- If the NEU is the recognised union, then the employer must negotiate with NEU reps
- If not, request that the NEU is formally involved
- If staff representatives are elected, ensure that NEU members are prominent
- As appropriate, act in liaison with other unions, the common room, or pay group

#### **3 – Meet with leadership team**

- *If* the employer has instigated consultation, meet with the leadership team



- Demand the *full disclosure of all relevant information* to enable you to ask informed questions, propose informed suggestions, and make informed decisions
- Examine the finances and suggest alternative ways to meet the cost
- Ask your employer what they intend to do if staff do not agree. Draconian tactics such as *hire and rehire* damage school reputation with staff and parents.

#### **4 – Meet with members to discuss leadership meeting**

- NEU members in other independent schools have learnt that the threat of industrial action is often the leverage necessary for a successful outcome
- In the first instance, members should consider asking the regional office to conduct an indicative ballot. Often this is sufficient for the employer to change their mind.
- If not, move to a formal strike ballot. This has also proved to be effective.
- In a few cases, members have been forced to take strike with some notable success
- Even where it has not been possible to retain the TPS, members have found that the leverage of potential strike action has helped secure improvements to the offer
- At the end of the consultation, should you decide that the school really cannot afford the TPS, then try to negotiate improvements to alternative offer

#### **5 – Contact the NEU for local support**

- For advice and guidance contact your local [NEU District or Regional Office](#). They will also help organise any necessary industrial action ballots.
- Talk to your regional rep on the [NEU National Council independent sector](#)
- Consider contacting NEU reps in comparable schools, or where they have successfully defended their TPS