Strike and Industrial Action Policy

Purpose of Policy

Trust Education is committed to supporting schools with high-quality, reliable staffing solutions while maintaining ethical and legally compliant recruitment practices. This policy outlines our approach to requests for supply cover during periods of industrial or strike action.

Policy Statement

Trust Education will not provide supply staff to cover any member of school staff who is participating in official industrial or strike action. This includes, but is not limited to:

- Teachers
- Support staff
- Administrative or operational school employees
- Any staff member whose absence is directly due to their participation in a strike or industrial action

Our Commitment

- Trust Education respects the lawful right of workers to participate in industrial action
- We will not undermine collective bargaining or union activity by supplying replacement staff for striking workers
- We will ensure that all placement decisions during strike periods comply with UK employment law and ACAS guidance

Approved Cover Scenarios

Trust Education may supply staff during industrial action only when:

- The absent staff member is not participating in the strike (e.g., sickness, maternity, training)
- The cover required is unrelated to industrial action
- The school requires additional staffing to support safeguarding or operational continuity, without replacing striking workers

Responsibilities of Schools

Schools working with Trust Education must:

- Confirm whether any staffing request relates to industrial action
- Provide assurance that requested cover is not intended to replace striking workers
- Inform Trust Education immediately of any changes in circumstances

Non-Compliance

Trust Education reserves the right to decline or withdraw staffing support if we believe a request may breach this policy or undermine lawful industrial action.

Review Cycle

This policy will be reviewed annually and updated as required to reflect changes in legislation or industry standards.