

**BULLETIN FOR SCHOOLS STAFF IN LONDON BOROUGH OF BARNET AUTUMN 2019**

t: 0208 359 2088 e: [contactus@barnetunison.org.uk](mailto:contactus@barnetunison.org.uk) w: <http://www.barnetunison.me.uk/wp/>

UNISON is the largest union for school support staff in Barnet. From teaching assistants and caretakers to administrators and catering staff. From cleaners and learning mentors to technicians and lunchtime organisers. You ALL play a vital part in school life and deserve the support of UNISON.

## UNISON Secures Landmark Legal Victories for Term-Time Only Staff

UNISON has secured two landmark legal victories for term-time only staff which could have a significant impact on school staff in Barnet.

Staff working term-time only are considered part-time workers. It is unlawful to treat part-time workers less favourably than full-time staff. This means part-time workers should receive the same pro-rata benefits – such as holiday entitlement – as their full-time equivalents. Failure to do so could be discriminatory.



S  
C  
H  
O  
O  
L  
S

Following UNISON's **5 year legal battle** with Greenwich Council over holiday pay to term-time only staff, **UNISON won a £4m settlement for 5,000 members at Employment Tribunal.**

A **further legal victory** came in August 2019 at the Court of Appeal which will affect hundreds of thousands of employees working part-time and irregular hours.

**Harpur Trust v Brazel & UNISON** confirms that all workers are entitled to a **minimum of 28 days** paid annual leave, even if they are not given work or paid for parts of the year.

Music teacher, Mrs Lesley Brazel was supported by UNISON to defend her claim against Harpur Trust, her term-time employer. The Trust claimed she was entitled to leave and pay below the statutory minimum.

These **two victories** should make a significant difference to thousands of part-time workers. Barnet UNISON has already written to a number of Academies in Barnet in order to ensure staff are receiving the correct pay for their jobs—but we need your support to build the campaign in Barnet.

**How does it affect term-time only staff in Barnet ?**

UNISON has identified a potential problem with how many of the Academies in Barnet are calculating holiday pay for term-time only workers. This could mean that you are receiving less holiday pay than you are entitled to.

UNISON is seeking a recalculation of pay and leave so all our members receive the pay you deserve. We are also seeking payment of any back pay you may be due. **See overleaf to find out how you can support our campaign for fair pay for term-time only staff.**



# CAMPAIGN ACTION— Fight for the Pay You Deserve



UNISON members need to stand together to fight for the pay you deserve. It's your pay, it's your campaign—so we need YOU to get involved.

We are collecting information from all of our members in order to be sure they are being paid their correct annual leave entitlement. The more members respond to our campaign the more likely we are to succeed. Please complete and return the form below. Don't stand by, complete the information below and stand up for your rights at work.

INFORMATION REQUEST —TERM-TIME ONLY WORKERS	
NAME:	
ADDRESS:	
EMAIL:	
TELEPHONE:	
JOB TITLE:	
WORKPLACE:	
HOW MANY HOURS PER WEEK	
HOW MANY WEEKS WORKED PER YEAR	
PLEASE PROVIDE COPIES OF YOUR PAYSLEIPS	
WHAT IS YOUR FULL TIME SALARY?	

Completed forms should be returned to the Branch Office via post to Barnet UNISON Office, Barnet House, 1255 High Road, Whetstone, London N20 0EJ or emailed to [contactus@barnetunison.org.uk](mailto:contactus@barnetunison.org.uk) or handed to a UNISON steward. By completing this form, you helping our campaign to ensure you are paid correctly and agreeing for Barnet UNISON contacting you in relation to this campaign.



**RECRUIT A FRIEND:** We need as many members as possible to sign up to this campaign to show each School just how much you care about being treated fairly. The more members who sign, the harder it is for each School to say no! Please tell your colleagues

Ask a colleague to join UNISON today

Join online at [joinunison.org](http://joinunison.org)

Call us on 0800 171 2193

Ask your UNISON rep for an application form