



Government of Gibraltar

GIBRALTAR
NASUWT
The Teachers' Union

Education Partnership

A Framework Agreement for Consensus Working in Gibraltar

Our shared aim

To secure the conditions for delivering high-quality educational opportunities and experiences for all children and young people in Gibraltar's education service.

Rationale for partnership working

We believe there are many strengths in the Gibraltar education system. But, there is always room for improvement.

The lessons from the best-performing education countries confirm that the quality of an education system cannot exceed the quality of teachers.

Teachers teach and pupils learn most effectively where the conditions in schools and classrooms are conducive to teaching and learning.

Our ambition is to create the conditions for Gibraltar to recruit and retain high-quality teachers is an important factor in securing the best outcomes for all children and young people.

Where action is needed

Our commitment is to work together to:

- create the conditions to recruit and retain a high-quality workforce in schools;
- focus teachers' time better on the all-important task of teaching ;

- enhance the quality of teaching and school leadership;
- minimise disruption in individual schools and across the system;
- improve workforce morale;
- build greater trust and confidence across the workforce;
- deliver effective reforms in the education service.

Making change happen

We believe that securing improvements in educational outcomes for children and young people is a shared responsibility and must be our common endeavour.

This requires that 'professional' stakeholders are engaged in the shared task of identifying solutions and delivering the improvements that are needed within schools.

We will also actively encourage the engagement of other 'public' stakeholders in order to win greater public support for the work of schools and teachers and to overcome barriers to high educational achievement.

Scope of work

The initial programme of work will focus on:

- Improvement agenda (including performance management, further education and skills strategy);
- workforce rewards strategy (including pay and allowances);
- workforce modernisation (including non-pay conditions);
- culture change (professional agency);
- education related policies and procedures.

Conditions for membership

Membership of the Education Partnership will be determined by invitation of the Gibraltar Government, to include the Gibraltarian Teachers' Association of the NASUWT representing teachers, lecturers, instructors and headteachers in schools and educational settings.

The Partnership will meet from time to time with representatives from other organisations which have an interest in the work of schools (e.g. governors, business leaders, local employers).

The disciplines of membership

Membership of the Education Partnership will require an ongoing commitment from partners for the duration of the Partnership.

Partners agree to apply the disciplines that come with membership of the Partnership – i.e.:

- maintain confidentiality of partnership business to enable constructive and full and frank discussion;
- agree the protocol for handling media enquiries and will operate in accordance with the agreed protocol;
- engage positively in presenting the agenda of the partnership to external audiences;
- work by consensus and understand they will have to make compromises in the interests of making progress;
- promote the agenda of the partnership to their members.

Working by consensus

All partners will be equal in status-leadership and ownership of the Education Partnership is joint.

The Partnership will have Ministerial oversight with authority to make decisions where there is failure by the partners to reach agreements.

The agenda of the Partnership will be agreed by all partners.

There will be no votes and no vetoes.

Once agreement is reached, partners will defend and promote the agreed position and work together to secure implementation.

All agreements reached must be honoured.

Trust and confidence

Continuity of representation is essential, including regular attendance at meetings by the most senior individuals within partner organisations.

Individuals attending partnership meetings must be given the authority to make progress without constant referral back and should be prepared to stand by decisions reached.

Partners should work with each other on the basis of mutual support, trust and confidence to ensure full implementation of partnership agreement.

The benefits

Benefits for the education service

- Improved services to children and young people
- Improved outcomes
- More effective policy reform and implementation
- Minimises risk to quality service provision

Benefits for the employer

- Commitment of the workforce to work to achieve successful education reforms
- Consensus and ownership for school improvement
- Better-informed policy, minimising risks of policy failure
- Industrial relations harmony
- Provides a transparent and streamlined and more effective structure for engagement with trade unions
- Secures joint ownership of the agenda and joint communication and implementation

Benefits for the workforce

- Making a difference for the workforce
- Opportunity for the workforce to influence the agenda
- Puts workforce interests at centre of reform agenda

- Collaboration/co-production of policy development – ensuring workforce voice is integral to reforms
- Higher standards of employment practice and improved terms and conditions

Declaration of Commitment

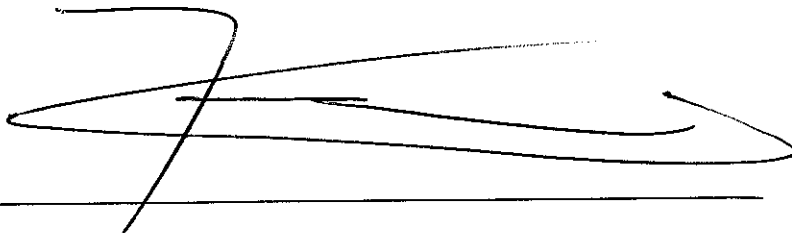
The workforce partners commit to:

- avoiding industrial action;
- genuine engagement;
- new ways of working/seeking solutions on workload, employment and career development.

The employer commits to:

- genuine engagement;
- basic guaranteed workforce protections to address current industrial concerns;
- new ways of working/seeking solutions on workload, employment and career development.

This agreement is hereby signed by the parties:



Mr Fabian Picardo, The Hon Chief Minister Gibraltar

1.05.15

Date



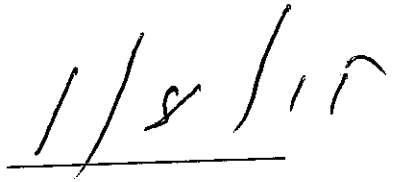
Ms Chris Keates, General Secretary, NASUWT

22.05.15

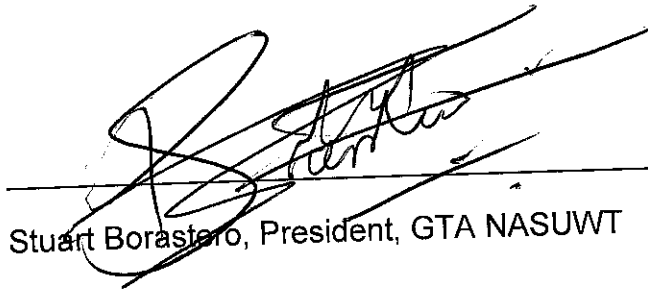
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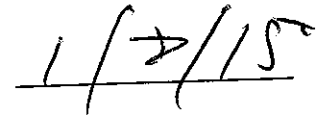
Graham Dawson, National President, NASUWT



Date



Stuart Borastero, President, GTA NASUWT



Date

THE EDUCATION PARTNERSHIP

Outline of operational arrangements

Title

1. The Education Partnership (EP) will meet on a regular basis, normally every six weeks.

Representation at meetings

2. Government representation is a matter for determination by the Government but there will be an expectation that there will be regular attendance by the appropriate senior Government officials at all EP meetings.
3. Union representation is determined by the Union, normally up to five representatives from the NASUWT.
4. Sub-groups may be agreed between the partners to work on specific topics identified by the EP. The sub-group will report back to the EP and will not have executive decision-making powers.
5. The EP will be chaired by a Government representative.

Meetings

6. The Government and the NASUWT will each nominate an official who will be responsible for liaison between meetings on dates, agendas, minutes and the circulation of information arising from Partnership meetings.