



PolyMAT

POLICY FOR COLLABORATIVE WORKING

Reviewed: September 2023
Approved: September 2023
Revision due: September 2024

Purpose of Policy

PolyMAT's policy for collaborative working allows for two or more Local Academy Committees (LAC) across the trust to collaborate for any of their functions. This will include sitting on panels to hear staffing issues – disciplinary, grievance, redundancy, pupil discipline or to hear parental complaints.

In addition, the School Collaboration Governance Regulations 2003 allow for Governing Boards/ LACs/ Trust Boards of all schools across Royal Greenwich to collaborate for any of their functions. As above, this will include sitting on panels to hear staffing issues – disciplinary, grievance, redundancy, pupil discipline or to hear parental complaints.

Equality

The policy will not prevent any Academy Committee Member (ACM), Trustee or external governor from being selected to support PolyMAT's Local Academy Committees unless they are prevented from doing so because of prior involvement, their category of governor or a pecuniary interest.

Rationale for the policy

When it is necessary to convene panels to hear specific issues to deal with staffing, pupil discipline or parent complaints, the ACMs who sit on that panel should have no prior knowledge of the issue. If the issue has been protracted, the chances of forming a committee from your own LAC are reduced. In addition, having ACMs who are viewed as completely unbiased ensures that all parties are confident that the process is fair and transparent. It has therefore been formally agreed that PolyMAT's LACs will collaborate with other schools within Royal Borough of Greenwich / Greenwich Community Schools Partnership.

This formal agreement will ensure that each school's processes and procedures can be undertaken effectively as necessary by enabling Governors (or ACMs) of any school within the Trust, the Royal Borough of Greenwich and/or the Greenwich Community Schools Partnership to sit on a panel.

Role and Responsibility

The clerk will ensure that the recommendation for formal collaboration with the Royal Borough of Greenwich and the Greenwich Community Schools Partnership, as covered by this policy, is an item on the agenda of the first meeting of the autumn term. If PolyMAT and its LACs **do not** wish to be part of this collaboration, the Clerk will record that decision and inform Governor services. No such reconfirmation is required by the LACs for collaboration within the Trust.

If it is necessary for the collaboration to be enacted, all ACMs and/or external governors who sit on the panel will receive the papers in a timely fashion and will be expected to comply with our agreed code of conduct particularly with regard to confidentiality.

This policy will be reviewed annually at the first meeting of the Autumn term.