

*To all NUT Members in Enfield*

*Re: FAQ on strike action by other teaching unions*

## What about picket lines?

When other unions take strike action pickets may be mounted. NUT members should attend work as usual. However, pickets may ask you not to cross, as they are legally entitled to do.

We understand that for many NUT members, refusing to cross a picket line is a strongly held principle. Where any NUT member refuses to cross a picket line, that member of staff will be in breach of contract and is likely to suffer deduction of a day's pay.

Unauthorised absence from the workplace may be regarded as misconduct. In proven cases of misconduct, a written warning may be issued, and cumulative or repeated acts could potentially lead to dismissal.

If you think you may be put into this position, seek advice urgently. Any member facing disciplinary action for refusing to cross a picket line will of course receive support, advice and representation from the NUT in the normal way.

## Can I refuse to cover the work of striking colleagues?

- NUT members should refuse to undertake work which would normally be done by staff who are on strike.
- Teachers and support staff should not be moved from the duties they would normally carry out or otherwise be expected to undertake the work of striking colleagues in order to frustrate the impact of industrial action.
- Teachers and support staff should not be pressured to provide cover on health and safety grounds to avoid closure of a workplace.
- Failure to abide by the above principles goes against the basic principles of trade unionism. If suspect a colleague of covering the work of striking colleagues, please initiate a respectful and professional dialogue with them and refer the matter to your school rep or the Divisional Secretary Jonathan Jacobs.

## Any other questions?

Any NUT member facing problems should discuss with their NUT workplace rep who can contact their division secretary or the AdviceLine (020 3006 6266 or [nutadvice@nut.org.uk](mailto:nutadvice@nut.org.uk)) for further advice. NUT representatives and school groups are advised to liaise closely with their colleagues in the striking union to ensure reps are aware of other unions' plans for the day and are able to advise members on implications. Head teachers and principals may also need to think about health and safety implications for the safe running of the school if teachers, of any union, refuse to cross a picket line.