



Industrial Action Hardship Fund

Swansea NEU has established a hardship fund to support Swansea members who will suffer **significant financial hardship** as a result of taking strike action. (If the financial hardship is due to other causes, please contact the national NEU Trust Fund who may be able to help. <https://neu.org.uk/trust-fund>).

Any eligible member of the Swansea Branch can apply for a grant from the Industrial Action Hardship Fund. To be eligible, the member must show that their needs are **significantly greater than members in general**. **Unfortunately, Swansea NEU cannot give financial aid to all striking members, but only those who will seriously struggle financially when they go on strike.**

A sub-group of the Swansea NEU Committee will consider each application, and members will be notified as soon as possible after they have made their decision. Applications for a grant can be made before or shortly after any strike action is taken, however, Swansea NEU **cannot guarantee a decision before the strike date.**

If the application is successful, Swansea NEU will award a grant equivalent to the net value of the loss of pay. Simply put, if your employer deducts a day's pay then the union will pay you for that day so that you do not lose any of your **take home pay.**

All applicants must fill in an application form and provide payslips to show their normal pay and the loss of pay through strike action. Those members with fixed term or permanent contracts will need to provide **two** pay slips. The first must be from the month before strike action showing the **normal level of pay**, and the second must show the deduction in pay after taking strike action. Those working on a supply basis may need to provide additional supporting details (see separate guidance for Supply/Agency workers). **Unfortunately,**

Swansea NEU will not be able to make any payments unless the correct payslips and additional information (if required) has been provided.

If you have any questions about the hardship fund, or wish to request an application form, please email david.tiltman@neu.org.uk

Hayley Steel
District Secretary

Glyn Tiltman
District Treasurer

Swansea Industrial Action Hardship Fund Additional Guidance

PLEASE READ CAREFULLY

1. An application form must be completed in all cases. Grants cannot be approved either by phone or without the committee carefully considering a request for financial assistance.
2. Please ensure you are eligible for a grant before applying. The Swansea Industrial Hardship Fund can only provide assistance to current Branch members following strike action only. Those whose membership has lapsed, or are student members, are not eligible to apply.
3. You must show how your needs (or dependent's needs) are **significantly greater than those of other members**. These reasons must be clearly stated on the application form. Suggested reasons may include, but are not limited to the following:
 - i. You are the sole or main earner in the household*
 - ii. You have sole caring responsibility for a dependent or dependents*
 - iii. Your partner is also taking strike action (as an NEU member or as a member of another trade union) and they are unable to claim under a hardship fund*
 - iv. There are other financial consequences which are particular to your personal and family circumstances.*

4. Please complete all relevant sections of the application form and answer all the questions. If you have not done so, please explain why. If there are any questions which are not applicable to you, please write 'not applicable' in the relevant section. If at any time you need additional space, please use a continuation sheet.
5. Please write clearly and legibly, completing the form in black ink, as the form may be photocopied or scanned. A typed application is equally acceptable. Where you have been asked to complete the form in BLOCK CAPITAL LETTERS, please ensure that you do so.
6. If you have previously received financial assistance from this or any other fund, please provide date(s) and amount(s) of any grant received in your accompanying letter/email.
7. Please ensure you have read and understood the guidance regarding how to apply and the conditions on which payments will be made. By signing the declaration, you are agreeing to these Terms and Conditions. The information you provide on the application form must be true and accurate in all respects.
8. All completed forms must be signed and dated. Forms should then be sent via email to david.tiltman@neu.org.uk.
9. Applications should be made shortly before or shortly after the date of the proposed strike action.
10. Applications will be acknowledged by email as soon as possible. The Hardship Committee meets as required and you will be told the result of your application, whether successful or unsuccessful, shortly after the decision is made. A decision is not guaranteed prior to a strike taking place.
11. If the application is successful, payment will only be made once ALL of the supporting documents (e.g. payslips) have been received by Swansea NEU.
12. All decisions are final; there is no appeals process.

Additional Guidance for Supply/Agency Workers

As the amount of supply work can vary from month to month, in addition to payslips, your employer will need to verify that you were booked to work on the day that strike action took place. Please include confirmation emails from your supply agency which show the date and daily rate of employment, verification of your net loss of pay, and a cancellation email stating your services were not required due to strike action.

Additional Help & Support from NEU Swansea

Swansea Foodbank

Swansea NEU are referral partners to the Swansea Foodbank. If you are experiencing difficulties and feel that you require a food parcel, please complete the linked form <https://forms.office.com/e/jN9fxJjqNj> or for any queries email david.tiltman@neu.org.uk. All referrals are dealt with confidentially.

Other sources of charitable support

In the event that your application is unsuccessful, or you need further support, there are other charitable organisations that may, where applicable, be able to help:

Education Support Partnership

Tel. 08000 855 088 (Wales)

Provides grants to education staff in financial difficulties. Examples include:

- Council tax
- Mortgage payments
- Rent payments
- Payments for food

Elizabeth Finn Care

- Client group primarily consists of people who have formerly held occupations requiring a degree of responsibility and education, including Teachers in Higher, Further, Secondary, Primary, Nursery and Special Needs Education, Senior Administrators and Inspectors of Educational Establishments, Vocational and Industrial Trainers.
- Applicants must be of British or Irish nationality, or residents of the United Kingdom or Ireland.
- Can help people whose former careers have been interrupted or ended through circumstances beyond their control, such as through physical or mental illness,

redundancy, family breakdown, or struggling with low income during retirement.
Contact number - **020 8834 9200**

Church Schoolmasters and Schoolmistresses' Benevolent Institution

- Provides for necessitous present or former teachers/lecturers and those in teacher training who are members of the Church of England or of another recognised Christian denomination by giving financial assistance in times of affliction, disablement or other misfortune, and on their demise to provide for their financial dependents, such financial assistance to include (but not be limited to) assistance towards the cost of subsistence and education in each case anywhere within England and Wales. **Telephone:** 01403 250798 **Email:** info@cssbi.org.uk

The Teaching Staff Trust

- If you've worked or have retired from working in a school, a nursery or in any other education role with under 19's for five years or more then Teaching Staff Trust is there for you. Their payments are to support you when something you couldn't have anticipated happens. Among the people they've supported are nursery workers, teaching assistants and learning support staff, teachers, lunchtime supervisors, caretakers and school administrators.
Phone: **01322 293 822**
Email: enquiries@teachingstafftrust.org.uk



District Industrial Action Hardship Application Form

Please email completed forms to david.tiltman@neu.org.uk

Payment must be in accordance with Regulation 43 of the Local Financial Regulations

Name		Date(s) of strike action	
School / Employer / Workplace		Membership Number	
Email		Amount Deducted*	
Role		Type of contract (Permanent/ Fixed Term/Supply)	

Special circumstances causing the hardship

(over and above those suffered by other NEU members)

Account Number		Sort Code	
Account Name			

Bank	
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If this request is agreed, payment will be made on production of two salary slips, one showing normal pay and the other showing the net deduction. **Payment will only be made on production of proof of loss of earnings. Members on fixed term or permanent contracts need to send **two payslips**; one showing **normal pay** and **the other showing the net deduction** (reduced take home pay). Members working on a supply basis need to send **two** payslips plus verification from their employer.*

Signature		Date	
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(NEU Swansea District Hardship Committee use only)

APPLICATION REF		APPROVAL MEETING DATE	
APPROVAL PANEL		APPROVAL - YES/NO	
REASONS FOR REFUSAL OF			

Approval 1

Amount Approved	YES / NO
Name	
Signature	

Approval 2

Amount Approved	YES / NO
Name	
Signature	

EVIDENCE	PAYSLIP 1	PAYSLIP 2	EMPLOYER VERIFICATION
MEMBER NOTIFIED YES / NO		PAYMENT MADE YES / NO	
		DATE PAYMENT MADE:	