

Lux Mundi CAT Hackney Schools

Cardinal Pole Catholic School and St Monica's Catholic Primary School

TUPE Outcome Report

May 2024

Purpose

The purpose of this report is to share the outcome of the TUPE consultation process conducted with Unions and staff, with the support of LB Hackney Schools HR and the Lux Mundi CAT.

The report is in 2 key sections below:

- TUPE consultation methodology and arrangements with Unions and Staff; and
- Summary of the findings from the staff TUPE processes.

The report should be approved by the PSG, Governors, and the Lux Mundi CAT Board as evidence of a compliant TUPE process and to note any matters arising.

Section 1 TUPE Methodology

A) TUPE Consultation arrangements – Union and Staff

A1) The key TUPE consultation dates followed are set out in the table below.

Date	Activity	Venue	Attendees
Monday 29 th April 2024	TUPE consultation process opens	N/A	N/A
Midday Monday 29 th April 2024	Union TUPE consultation meeting	Online	LB Hackney School HR, Regional Union Reps, CEO Designate, Headteacher, Project Manager GMB, Unison, Unite, and NEU Union Representatives
3.30pm Monday 29 th April 2024	St Monica's Staff meeting	School meeting room and online	LB Hackney School HR, Regional Union Reps, CEO Designate, Headteacher, Project Manager GMB, Unite and NEU Union Representatives
3.15pm Wednesday 1 st May	Cardinal Pole Staff meeting	School hall	LB Hackney School HR, Regional Union Reps, CEO Designate, Headteacher, Project Manager GMB, Unite, and NEU Union Representatives

Friday 24 th May 2024	TUPE consultation process closes	N/A	N/A
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A2) Chronology of Actions

Responsible	Action	Deadline
PSG	Approve TUPE Consultation process	6 th March 2024
LB Hackney Schools HR	Invite Regional Union reps to meetings	19 th April 2024
Headteacher	Invite staff to above meetings	22 nd April 2024
LB Hackney Schools HR and Headteacher	Issue Regulation 13 letters and TUPE Record Sheet to Regional Reps and Staff	22 nd April 2024
Headteachers	Receive and co-ordinate requests for any 1-2-1 TUPE meetings from individual members of staff	29 th April to 24 th May 2024
PSG	Approve TUPE Outcome report summarising process	6 th June 2024
Project Manager	Confirm no issues arising from TUPE to PSG, Governing Bodies, Lux Mundi CAT Board	7 th June 2024
Browne Jacobson	Agree CTAs with Governing Bodies and LB Hackney	1 st July 2024

B) Regulation 13 letters

TUPE legislation requires the issue of a 'Regulation 13' or 'Measures' letter at the commencement of the TUPE consultation process.

Whilst the TUPE protects the terms and conditions of Staff transferring employment, it can be necessary for the new employer to identify and consult on any 'Measures' or lower-level practices that it would like to see introduced to suit existing business practices.

TUPE discussion with the Trust, School and LB Hackney Schools HR has confirmed that there will be no 'Measures'. All Staff will transfer on their existing terms and conditions of employment as part of the Diocese's commitment and track record that all CATs should maintain STPCD, Burgundy book, NJC agreements and Green book terms.

The attached Measures letters (Appendix 1) and TUPE Record Sheet (Appendix 2) communicated this to the Regional Union representatives and staff and was used to commence formal the TUPE consultation process on 29th April.

Section 2 TUPE Findings

Union meeting

LB Hackney Schools HR arranged a meeting with Unions on 29th April 2024 attended by the CEO Designate, Headteachers, Project Manager and Schools HR Advisor.

All recognised Trade Unions in the Borough were invited, and the meeting was attended by GMB, Unison, Unite, and NEU Union Representatives

At the start of the meeting the Project Manager set the Lux Mundi CAT TUPE process in context of the Diocese's wider CAT Strategy before asking the CEO Designate to provide details of the schools proposing to form the CAT. The Project Manager then confirmed that there are no measures associated with the transfer of staff to the Trust, that the Diocese and CAT Board are committed to maintained STPCD, the 'Burgundy' book for teaching staff and 'Green' book for Support staff. The Project Manager then invited questions from Union Representatives on the Regulation 13 letter and TUPE Record Sheet.

The table below captures the questions asked by Union representatives and the answers given.

Ref	Question and Answer
Q1	The Regulation 13 letter refers to STPCD but not to NJC for Support staff.
A1	The reference to STPCD in the Regulation 13 letter has been drawn up by legal advisors and confirms that the CAT is not party to national pay agreements but commits to implementing any nationally agreed settlements in full. We will pick this up with HR Advisors to see if it is appropriate to include NJC agreements in future versions of the letter for subsequent schools if appropriate.
Q2	The TUPE Record sheet says that the CAT has agreed in principle to contribute to pooled trade union facilities time. What does in principle mean?
A2	We are trying to obtain the exact cost of this for the schools in the CAT. The CAT Board has provisionally agreed to continue with subscriptions pending confirmation of the full cost. (The NEU rep offered to obtain the cost for this for Hackney schools.)
Q3	Will the CAT continue the SLA for H&S services from Hackney after the end of the current agreement in March 2025?
A3	There is no intention to move services away from the LA, however, the CAT is free to procure services from the wider market and compare costs and quality from a range of providers.
Q4	Can the CAT think carefully before it moves HR services away from the Council as many HR issues can be proactively resolved through regular meetings and discussions which often prevents them from becoming bigger issues in time.
A4	Yes, as stated there is no intention to move services away from the LA. We are aware of the benefits Hackney HR offer having worked with colleagues for years.
Q5	Will there be a need to harmonise policies post conversion to ensure parity of terms and conditions?
A5	Yes, this is something we are looking into now. There is a lot of commonalities between Hackney and Tower Hamlet policies which is strengthened by Catholic schools adopting core CES policies. However, as the Governing Bodies are the employer of staff there are also local variations. The CAT will seek to harmonise policies upwards so that no member of staff is on worse terms and conditions than they enjoy now.
Q6	Will you involve unions in this process when discussing the next steps and revisions to policies?
A6	Yes

Staff meetings

At the staff meetings listed in (A2 above) the LB Hackney Schools HR Advisor gave a presentation to staff and invited questions.

The PowerPoint presentation from one of the staff meetings is included as Appendix 3 to this report.

In addition to this staff were advised to log on to their pay roll records, tax, check their tax code and P60 is accurate and join up LGPS benefits into a single record - if they had more than one employed position in school. It is worth doing this now and after conversion as the earlier mistakes are identified the easier, they are to fix.

Staff were also informed that if they currently opt out of the LGPS they will be auto enrolled into the scheme on transfer and need to opt out again to ensure that they do not receive a deduction for pension contributions. Contributions can be refunded if collected in error within the first 3 months.

The table below captures the questions asked by staff and the answers given.

Ref	St Monica's Questions and Answers
Q7	Will staff be redeployed and required to work in other schools?
A7	No, there may be opportunities for secondments and CPD, but staff cannot be forced to go and work in another school.
Q8	The presentation says that the staffing structure terms could be changed post transfer for economic or organisational reasons. Can you give an example of that?
A8	<p>All Schools need to live within their means, and we are all aware of the fall in pupil numbers in Hackney in the primary sector.</p> <p>Schools would need to carry out a restructure to balance the books if a falling roll meant that the school had too many staff.</p> <p>The CAT hopes to work with school to do what it can to attract applications and identify efficiency savings to mitigate against this, but we must all be aware of the reality of the situation.</p> <p>The reasons for the schools forming a CAT are to protect, secure and develop Catholic education through enhanced collaboration and resilience and not to reduce the terms and condition of employment for staff. We wish to recruit and retain the very best staff by maintaining STPCD, Burgundy book and Green book terms and conditions.</p>
Q9	Variations in local terms and conditions in some policies such as the Pay Policy were raised earlier in the Union meeting
A9	<p>The CAT is currently reviewing policies from the 5 schools and 2 Boroughs. It has found that there is a lot of commonalities between Hackney and Tower Hamlet policies which is strengthened by Catholic schools adopting core CES policies. However, as the Governing Bodies are the employer of staff there are also local variations such as maternity leave and funerals abroad.</p> <p>The CAT will seek to harmonise policies upwards so that no member of staff is on worse terms and conditions than they enjoy now.</p> <p>Unions will be involved in this process</p>

Ref	Cardinal Pole Questions and Answers
Q10	Does trade union recognition and pension benefits transfer to the CAT?
A10	Yes, both do. Pension benefits are unchanged by the transfer.
Q11	Do salary grades and spine points change?
A11	No.
Q12	Will our contracts of employment transfer?
A12	Yes, all staff are on CES contracts which TUPE transfer to the Lux Mundi CAT on the same hours, terms, and conditions of employment. On transfer you will get a letter to confirm that Lux Mundi is the new employer to file with your existing Cardinal Pole CES contract.
Q13	At other meetings we have pointed out variations in local terms and conditions in some policies such as the Pay Policy first raised in the Union meeting
A13	<p>The CAT is currently reviewing policies from the 5 schools and 2 Boroughs. It has found that there is a lot of commonalities between Hackney and Tower Hamlet policies which is strengthened by Catholic schools adopting core CES policies. However, as the Governing Bodies are the employer of staff there are also local variations such as maternity leave and funerals abroad.</p> <p>The CAT will seek to harmonise policies upwards so that no member of staff is on worse terms and conditions than they enjoy now.</p> <p>Unions will be involved in this process.</p>
Q14	What assurances do we have that terms and conditions of employment will not be varied later?
A14	<p>The Diocese is very proud of the fact that over 99% of its schools are Good or Outstanding. The purpose of the Diocese's CAT programme is to protect, secure and develop Catholic Education by bringing schools together to make schools stronger and more resilient through collaboration.</p> <p>The Diocese will not continue to recruit and retain the best staff if it does not maintain staff terms and conditions.</p> <p>The Diocese now has 51 Academies in 8 CATs employing over 3000 staff dating back to 2012. All 3000 staff transferred on their existing terms and conditions of employment (STPCD, Burgundy book, NJC and Green book) and remain on those conditions today.</p> <p>Furthermore, all new staff appointed after conversion are on the same STPCD, Burgundy book, NJC and Green book) terms and conditions. No member of staff has been asked to re-apply for their job and nobody has been made redundant because of a Catholic school becoming an Academy.</p> <p>Finally, Directors or Trustees of MATs can consult on changing staff terms and conditions. However, the Directors of Lux Mundi CAT or any other Catholic Academy Trust cannot do this as the Articles of Association bind the CAT to maintaining STPCD, Burgundy book and Green book terms and conditions of employment.</p> <p>If they sought to change terms and conditions they would be removed from office by the Archbishop.</p>

Matters arising

The Trust needs to look into the following points that were brought to our attention during the TUPE consultation with unions and staff.

Consultation comment	Action	Lead
The appropriateness of including reference to NJC collective bargaining arrangements in subsequent regulation 13 letters for schools' intent on joining the CAT.	Check accuracy of this suggestion with HR and Legal Advisors	AL

The full costs to the Lux Mundi CAT of the 5 schools continuing to contribute to the Hackney pooled trade union time facility time arrangement?	Board to consider a short paper on cost of participation in Hackney and Tower Hamlet arrangements	MJL
Involve unions in discussions about leveling up benefits across the schools contained in existing HR policies	<ol style="list-style-type: none"> 1) Complete a grid itemising existing policies. 2) Present paper, with options and costs to future Board meeting 3) Implement Board decision with unions 	JH/MJL

Conclusion

The above principles and actions which underpinned and delivered the TUPE consultation process were essential in evidencing to Unions and staff that the transfer to Lux Mundi CAT will take place on existing terms and conditions of employment.

The meetings also created opportunities for Unions and staff to engage with Headteachers and the Trust, to ask questions of interest and receive assurance.

Recommendations

It is recommended that the PSG notes and approves the content of this report as evidence that the school has conducted a thorough, transparent, and compliant TUPE Consultation process, and recommends this report to the Governing Bodies of the 2 schools and to the Lux Mundi CAT Board for approval.

Officers will undertake the actions identified above for future meetings.



Cardinal Pole Catholic School

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Headteacher: Mr A Hall BA(Hons) MA NPQH

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22nd April 2024

Dear Union Representative,

TRANSFER OF EMPLOYMENT: NOTIFICATION OF INFORMATION FOR EMPLOYEE REPRESENTATIVES

As you are aware, it is proposed that Cardinal Pole Catholic School is going to change to academy status to become an academy. If the conversion takes place, the School will become the Cardinal Pole Catholic School (the Academy) and the employer will be the Lux Mundi Catholic Academy Trust (the "Multi Academy Trust").

We understand that the Transfer of Undertakings (Protection of Employment) Regulations 2006 ("TUPE") will apply to this transfer. The purpose of this letter is to provide information to you in accordance with our obligations under TUPE.

- It is currently intended that the school will transfer to the Multi Academy Trust on 1st September 2024. The reason for this transfer is that the school is proposing to become an academy. This is because the school wants to take advantage of the benefits associated with academy status. These include the formation of a Catholic Academy Trust in Family 9 to enhance collaboration with Catholic schools, direct funding and the ability to control and prioritise how money is spent, the ability to make its own decision about proposals for and the ability to achieve value for money through efficiencies and economies of scale.
- The Multi Academy Trust has informed us that it does not envisage taking any measures in connection with the transfer.
- Terms and Conditions of Employment - The contract of employment for all employees will be automatically transferred and responsibility for it will be taken on as if it had originally been entered into between the staff and the Lux Mundi Catholic Academy Trust.
- The Multi Academy Trust will not be a party to the national negotiations on terms and conditions of staff. A consequence of this is that there will be no automatic contractual right to future changes to nationally agreed terms but the intention is nevertheless to apply nationally agreed terms. The Standard Teacher's Pay & Conditions Document will become a contractual rather than statutory entitlement for relevant employees following the transfer.
- The employer will be the Multi Academy Trust and accordingly salaries will be paid by the Multi Academy Trust. The pay date and frequency will not change.
- Pensions Scheme – Support staff will be automatically enrolled into the Local Government Pension Scheme and will also have the right to opt out within 3 months if they so choose.
- The employees' period of continuous service with you and/or its' predecessors will count as continuous employment with the Lux Mundi Catholic Academy Trust so that any employment rights, occupational or statutory, dependent on length of service will count in their employment with the Lux Mundi Catholic Academy Trust.



"An Outstanding Catholic School"
Diocese of Westminster



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We have arranged an online meeting with all union representatives for 12.00pm (Midday) on Monday 29th April 2024, at which we will explain the proposals to you in more detail and consider any representations that you wish to make.

We have arranged for a meeting with staff for 3.15pm on Wednesday 1st May 2024 which you are also invited to attend.

Links for both meetings will be sent to you separately.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Justin Madubuko', with a stylized flourish at the end.

Mr Justin Madubuko
Chair of Governors
On behalf of Cardinal Pole Catholic School



St Monica's Catholic Primary School

...a small school where big things happen...

Executive Headteacher: Mrs A. Ruthven

Head of School: Mrs. L. Jallow



22nd April 2024

Dear Union Representative,

Transfer of employment: Notification of information for employee representatives

As you are aware, it is proposed that St Monica's Catholic Primary School is going to change to academy status to become an academy. If the conversion takes place, the School will become the St Monica's Catholic Primary School (the Academy) and the employer will be the Lux Mundi Catholic Academy Trust (the "Multi Academy Trust").

We understand that the Transfer of Undertakings (Protection of Employment) Regulations 2006 ("TUPE") will apply to this transfer. The purpose of this letter is to provide information to you in accordance with our obligations under TUPE.

- It is currently intended that the school will transfer to the Multi Academy Trust on 1st September 2024. The reason for this transfer is that the school is proposing to become an academy. This is because the school wants to take advantage of the benefits associated with academy status. These include the formation of a Catholic Academy Trust in Family 9 to enhance collaboration with Catholic Schools, direct funding and the ability to control and prioritise how money is spent, the ability to make its own decision about proposals for and the ability to achieve value for money through efficiencies and economies of scale.
- The Multi Academy Trust has informed us that it does not envisage taking any measures in connection with the transfer.
- Terms and Conditions of Employment - The contract of employment for all employees will be automatically transferred and responsibility for it will be taken on as if it had originally been entered into between the staff and the Lux Mundi Catholic Academy Trust.
- The Multi Academy Trust will not be a party to the national negotiations on terms and conditions of staff. A consequence of this is that there will be no automatic contractual right to future changes to nationally agreed terms but the intention is nevertheless to apply nationally agreed terms. The Standard Teacher's Pay & Conditions Document will become a contractual rather than statutory entitlement for relevant employees following the transfer.
- The employer will be the Multi Academy Trust and accordingly salaries will be paid by the Multi Academy Trust. The pay date and frequency will not change.
- Pensions Scheme – Support staff will be automatically enrolled into the Local Government Pension Scheme and will also have the right to opt out within 3 months if they so choose.
- The employees' period of continuous service with you and/or its' predecessors will count as continuous employment with the Lux Mundi Catholic Academy Trust so that any employment rights,



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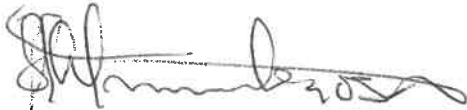
occupational or statutory, dependent on length of service will count in their employment with the Lux Mundi Catholic Academy Trust.

We have arranged an online meeting with all union representatives for 12.00pm (Midday) on Monday 29th April 2024, at which we will explain the proposals to you in more detail and consider any representations that you wish to make.

We have arranged for a meeting with staff for 29th April 2024 which you are also invited to attend.

Links for both meetings will be sent to you separately.

Yours sincerely



Fr. Gabriel Hassan

On behalf of St Monica's Catholic Primary School



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LUX MUNDI CATHOLIC ACADEMY TRUST

TUPE RECORD SHEET - TRANSFER INFORMATION

Name of Schools	Cardinal Pole Catholic School (Hackney) St Monica's Catholic Primary School (Hackney) Bishop Challoner Catholic School (Tower Hamlets) St Elizabeth's Catholic Primary School (Tower Hamlets) St Anne's and Guardian Angels (Tower Hamlets)
Sponsor	Not applicable
Confirmed Name of Academy	Lux Mundi Catholic Academy Trust
Transfer Date	Target conversion date 1 st September 2024
Consultation Period	Monday 29 th April to 24 th May 2024
TUPE meeting dates	Union consultation meeting (Hackney) 12.00pm Monday 29 th April Union consultation meeting (Tower Hamlet) 1.15pm Monday 29 th April St Monica's Staff (Hackney) 3.45pm Monday 29 th April Bishop Challoner Staff (Tower Hamlets) 3.45pm Tuesday 30 th April Cardinal Pole Staff Wednesday 1 st May 3.15pm St Anne's and Guardian Angels Staff (Tower Hamlets) 9am Thursday 2 nd May St Elizabeth's Staff (Tower Hamlets) 3.45pm Thursday 2 nd May
Representatives in TUPE process	Jane Heffernan CEO Designate Headteachers from each of the above Schools Chair of Governors from each of the above Schools Director representatives from Lux Mundi CAT
HR contact for TUPE Process	Yvonne Turner HR advisor - (Hackney) Sandra Connington HR advisor - (Tower Hamlets)
Project Manager	Adrian Leggett

	For Discussion	Response/Comment
1	Are there any proposed measures? If so, please give details.	No all staff will transfer to the CAT on their existing terms and conditions on 1 st September 2024.
2	Will teachers transfer on the STPCD [Blue Book] and Burgundy Book terms* and conditions?	Yes
3A	How will future terms and conditions for teachers be determined?	The Diocese and Lux Mundi CAT are committed to maintaining STPCD and the Burgundy book terms and conditions.
3B	How will future terms and conditions for support staff be determined?	The Diocese and Lux Mundi CAT are committed to maintaining Green book terms and conditions.

4	Will any different terms and conditions apply to new staff? If so, to whom?	No – new staff will be appointed on the same terms and conditions as existing staff in each LA area.
5	What mechanism for dispute recognition/failure to agree is proposed? * [Burgundy Book Appendix IV is inapplicable]	The Trust is committed to abiding by Burgundy book and Green book terms and conditions which are nationally negotiated and agreed. The Trust believes this will reduce the need for local any dispute resolution mechanisms
6	Proposals for a Trade union recognition agreement: If part of a MAT will a whole MAT agreement apply? If not part of a chain will another agreement be made [e.g., TUC Model]?	Current recognition transfers under TUPE and the Trust is pleased to recognise Unions. The Schools have been delighted to maintain good relations with its industrial relations partners and the Trust wishes to maintain this.. The Trust would be pleased to meet with unions to discuss any issues as they arise.
7	Will the academy subscribe to the LA pooled Trade union facility time arrangement?	The CAT Board has made an in-principle decision to subscribe to this and will make a final decision when full costs are known
8	What arrangement for trade union consultation is proposed for academy issues [e.g., policy development, restructuring]? If this is in the form of a local JCC or JCNC what will be the Constitution and Remit?	The Lux Mundi CAT is committed to continue to use the LB Hackney and LB Tower Hamlets JCC for Teachers and JCNC for support staff other than when decisions do not apply to an academy. When decisions do not apply to Academies, the Trust will hold ad hoc meetings at School with local union representatives to discuss any implications for staff.
9	Pensions. Who is the scheme employer [academy or trust?	The Trust
10	Will new employees be offered any alternative pension scheme?	No
11	Will continuity of service be recognised for transferring staff?	Yes
12	Will continuity of service be recognised for new staff recruited from (a) LA maintained schools (b) other academies?	(A) Yes (B) Yes
13	Will the local agreement on adoption leave, which exceeds the statutory minimum, transfer?	Yes, this is protected under TUPE

14	Will the local policy of using whichever calculator is higher for the employee [actual salary or statutory] transfer?	Yes, this is protected under TUPE
15	Are any changes to sick pay intended?	No – existing policies will continue to apply as set out in the Green and Burgundy books.
16	Are any changes to maternity pay intended?	No – existing policies will continue to apply as set out in the Green and Burgundy books.
17	How will parental complaints be dealt with?	Lux Mundi CAT Complaints Policy
18	Are there plans to change the school day?	No
19	Any plans to alter any current policies or procedures [e.g., HR policies]? If changes do occur, will there be consultation with County level union officials?	The Trust has no plans to alter any HR policies. Any change to future policies would only be to adopt approved Catholic Education Service (CES) policies which have been the subject of consultation with Union representatives.
20	Any change of payroll provider?	Cardinal Pole Catholic School and St Monica's Catholic Primary School (Hackney) will continue to use Hackney Payroll Services Bishop Challoner Catholic School (Tower Hamlets) will continue to use its payroll provider SGW. Tower Hamlets have confirmed that St Elizabeth's Catholic Primary School and St Anne's and Guardian Angels (Tower Hamlets) cannot continue to use Tower Hamlets Payroll Services as Academies and they will move to SGW prior to the conversion date.
21	Any change to payday?	No
22	Who will provide HR services?	The schools have any existing SLA with each LA for Employment Relations which will continue until at least 31 st April 2025. The Trust will consider all options available to it at this renewal date.
23	What arrangements are in place to ensure compliance with H and S legislation?	This is currently undertaken at school level under an SLA with each LA until 1 st April 2025.
24	Are there any agency employees, employees of other contractors [e.g., for cleaning or catering] who will be affected by the transfer?	Whilst Agency and contractor staff are not included in or affected by TUPE arrangements, we will confirm details at the meeting

25	Are there implications for other site functions [e.g., SRB, nursery]?	No
26	Has an equality impact assessment been completed, and will it be shared with trade union officials?	<p>An EIA has been completed as part of the application process to the Regional Director.</p> <p>As the Schools and CAT are not making any changes to any existing policies, including Admissions, converting to an Academy and joining a CAT will not have an adverse impact on any stakeholder group.</p>
27	By what date were all employees made aware of the proposed change of status, including those who may be absent on account of maternity, ill health, suspension etc.?	<p>Letter to staff on 8th January informing them of the launch of the stakeholder consultation.</p> <p>Letter to Unions and staff on 22nd April informing them of the TUPE consultation</p>

TUPE and the impact on your employment of transferring to the Lux Mundi Catholic Academy Trust

April 2024

What is TUPE?

- Transfer of Undertakings (Protection of Employment) Regulations 2006
 - Apply when staff transfer from one employer to another
 - Protect the contractual terms and conditions of staff who are transferred over to a new employer
 - Terms continue to be recognised by the new employer as though the change had never occurred.
 - Following the transfer, the employer will become the Lux Mundi Catholic Academy Trust.
-

What is Protected?

- Existing terms and conditions of employment
 - Current pay provisions
 - Hours
 - Continuity of service
 - Pension membership
 - Trade union recognition
-

What does this mean for me?

- Your continuous service date transfers to the CAT - no change.
 - New terms and conditions negotiated nationally **will not** be incorporated automatically into contract, however the Diocese and Trust have stated they are **committed** to maintaining these terms and conditions.
 - Letter confirming new employer - Lux Mundi CAT
 - New employee number / P45
-

Who transfers?

- All permanent staff employed at the school on the date of transfer
 - Any staff on fixed term or temporary contracts that are due to continue after the date of transfer
 - Supply staff do not have transfer rights
 - Refusal to transfer will be treated as a resignation and employment will cease the day before the transfer. There is no entitlement to redundancy.
-

Measures

- Under TUPE legislation, both parties (the incoming and outgoing employer) have to declare if there are any measures relating to the transfer.
 - A Measures is any plan or proposal that either party foresee and have in mind to implement relating to the transfer and would include any material change in existing work practice or working conditions and will certainly include things such as redundancies or restructures.
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Measures (continued)

- For this transfer - there are no measures or changes to be taken by your current employer, the Governing Body or the Lux Mundi CAT.
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If you apply for another job after transfer

- Continuous service for redundancy pay counts
 - Previous service for sick pay, maternity pay, annual leave, certain family friendly rights may not automatically count so check with prospective employers.
 - Some employers may opt to honour previous service.
-

Can my terms and conditions change after transfer?

Not by reason of the transfer but TUPE legislation does allow changes for:

- **Economic reasons:** i.e. lower funding due to fall in school roll
- **Technical reasons:** i.e. streamlining technical processes
- **Organisational reasons i.e.** change in curriculum requirements / reorganisation

But you would be consulted on any proposed change.

Can my terms and conditions change after transfer? (continued)

- The Diocese and the Lux Mundi CAT Board are committed to maintaining STPCD, Burgundy Book and Green Book Terms and Conditions.
 - The Diocese has 50 Academies in 8 CATs since 2011 and all staff remain on STPCD, Burgundy Book and Green Book Terms and Condition.
 - The Articles of Association and the Diocese tie the Lux Mundi CAT Board to maintaining STPCD, Burgundy Book and Green Book Terms and Conditions
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Next steps

Consultation with staff and trade unions:

Date	Activity
29 th April 2024	Trade union meeting
w/c 29 th April 2024	Staff meetings
24 th May 2024	End of consultation
1 st September 2024	Target date for Transfer

Questions

