

Workplace Briefing

24,25,26,27,31 January and 3 February 2022

15:45-16:45

Agenda

- Welcome and Introductions
- St Francis Prayer
- Domestics and Logistics
- Support from Winckworth Sherwood LLP
- TUPE
- Definitions
- ELI
- Measures Letter
- Consultation
- TU Engagement
- Questions

Welcome and Introductions

- Warmest welcome
- Introducing ourselves
- Lovely to meet you and to be working with you!
- Apologies from CMAT Chair
- Apologies

Prayer and reflection

In the name of the Father, the Son and the Holy Spirit, let us pray together:

Lord, make me an instrument of your peace:

where there is hatred, let me sow love;

where there is injury, pardon;

where there is doubt, faith;

where there is despair, hope;

where there is darkness, light;

and where there is sadness, joy.

O Divine Master, grant that I may not so much seek to be consoled as to console; to be understood as to understand; to be loved as to love.

For it is in giving that we receive, it is in pardoning that we are pardoned, and it is in dying that we are born to eternal life. Amen

Vision

- The transfer to the MAT is part of the Bishop's and the Diocesan vision for all Schools to join one of two Catholic MATs to develop and safeguard Catholic and joint Catholic/Church of England education for the long term.
- This will further improve student progress attainment and achievement by taking advantage of the financial freedoms and responsibilities given to academies and to build on the benefits of closer collaboration with the other local Catholic schools.

St Francis Vision

- We are a family of schools growing and working together to ensure provision of high-quality Catholic education that is inclusive and equitable for all children in our schools, as well as nurturing and developing the leaders, teachers and all staff in our communities to ensure outstanding teaching and learning at all times and strong leadership teams.
- Following the example of St Francis of Assisi, we strive to serve all with care and love. We acknowledge each individual as created by God and deserving of respect and ensuring all have what they need to flourish and reach their full potential in God's love.

Logistics (Google form and Chat questions)

- Thanks to all who have already submitted questions
- Keen to use these sessions today to listen and capture your questions and those of your TU representatives
- Determined to maximise benefits, sharing questions and answers widely
- Please use the Chat & Google form to submit questions
- We will also try to answer as many as we can today
- We commit to continue to build and share our FAQs

Legals

- Delighted the CMAT Development Group is supported by Winckworth Sherwood LLP
- Andrea and Anna have made a very significant contribution to heavy lifting on the due diligence work e.g. Land transfer or PFI negotiations
- Andrea is here on behalf of the governing bodies and governing boards ie the current employers as well as the incoming employer CMAT
- Some of what we cover today may open up some wider questions which we will need advice on – we will get back to you as soon as if we can't answer everything today.

TUPE – The Basic guide

- TUPE is a piece of legislation that protects your rights as an employee when you transfer to a new employer.
- TUPE stands for Transfer of Undertakings (Protection of Employment).
- A 'TUPE transfer' happens when an organisation, such as a school or academy, is transferred from one employer to another.
- In the case of the Hallam Diocese, TUPE applies when a VA School or existing academy joins either St Francis or St Clare Catholic MAT.

Definitions/Jargon Busting

- Those who work in an academy within a MAT, ie HSPAT, then your MAT is your current employer. An academy, then your Trust is the employer.
- The current employers are termed the “**transferors**”.
- St Francis Catholic MAT will be the new employer of staff and are termed the “**transferees**”.
- In a TUPE transfer the transferors (current employers) transfer staff to the transferees (new employers).

Employment Liability Information (ELI)

- To ensure the transfer runs smoothly, the new employers ask for information from the current employers about their workforce.
- This is known as Employment Liability Information (ELI). Exchanging this information in advance of the transfer ensures that transferring staff are identified accurately with all their current terms and conditions.
- Crucially... this also enables the new employer to ensure that staff are paid correctly following the transfer.
- All schools and academies who are transferring in Phase 1 have already been asked to provide the ELI by 31 January. Thanks to those who have already sent their information to us.

Measures Letter

- The TUPE consultation opened early this term and will end on **11th February**.
- Under the TUPE legislation, consultation must take place if the transfer involves any “measures”.
- Measures could include any changes to contracts, proposed redundancies or changes to terms and conditions.
- **Good News**
For the purpose of the TUPE transfers in Hallam, the Diocese and St Clare and St Francis Catholic MATs **do not propose to take any measures**. They do wish to consult.
- **Employees existing contract, terms and conditions, continuous service, and pension will transfer with you to your new employer.**

Measures Letter

- Sent to National and Regional TU. Confirms staff will transfer with continuous service and qualifying service recognised
- Staff terms and conditions will be in line with national Teachers Pay and Support staff pay
- Says we are committed to developing staff and using existing talent and expertise to deliver services in house wherever possible
- In due course there will be new systems and processes, training will be available. It will be business as usual for classroom-based staff.
- We intend to put in place a Trade Union Recognition Agreement TURA and will engage regularly with TU side.

Consultation

- The Diocese, St Clare and St Francis Catholic MATs are already reaching out and consulting with the recognised national and regional Trade Unions and have forwarded the Measures Letter to the TU side a letter setting out the details of the transfer.
- The letter is also published on the Diocese of Hallam website under Schools – MAT Project.
- Meetings to discuss the letter were held with all National and Regional representatives and minutes circulated.
- The TU side provide feedback on behalf of staff.

TU Engagement National; Regional; Local

We are in touch with the following “the Recognised Unions”

- NEU
- NASUWT – please note St Francis CMAT is considered a national employer as our footprint covers South Yorkshire and East Midlands Regions
- ASCL
- NAHT
- Voice
- UNISON
- UNITE and
- GMB

Pensions

- Please can we and your union representatives encourage all staff to take a moment in coming days to find time in your diary (maybe a couple of slots) to review your pension and ensure there are no gaps in your service history (Teachers Pension Scheme, Local Government Pension Scheme, even State Pension while you are at it).
- Know it is important. Know you are worth it. Good financial planning is always a good thing.
- If you have done yours, maybe you could encourage a colleague, maybe show and tell?

Questions – from Chat

Over to you!

Thank you!

- Thanks to all who have contributed
- Thank you for your support and engagement
- God Bless