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17th July 2019

Dear employee representative contact

Notification of measures and information for employee representatives

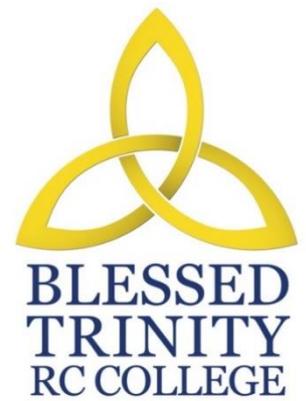
As you are aware, it is proposed that Blessed Trinity RC College is going to change to academy status to become an academy. If the conversion takes place, the School will become the [TBC] and the employer will be the Romero Catholic Academy Trust (the “Multi Academy Trust”).

I am writing to you on behalf of 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.

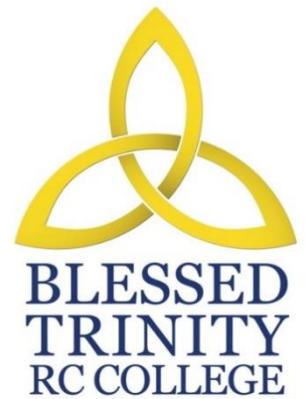
It is currently intended that the School will transfer on 1 November 2019. The reason for this transfer is that the School is proposing to become an academy. This is because academy status will allow the School to take advantage of the benefits associated with academy status. These include, increased control over how the School is run, direct funding and the ability to control and prioritise how money is spent, the ability to make its own decision about proposals for improvement, increased freedom in the curriculum and the potential to innovate and the ability to achieve value for money through efficiencies and economies of scale and tax benefits.

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All employees working in the School immediately before the transfer will transfer to be employed by the Multi Academy Trust on their existing terms and conditions of employment with full continuity of service. However, if a member of teaching staff later leaves the employment of the Multi Academy Trust to return to Local Authority employment or to employment with another academy or School, their continuity of employment for contractual purposes (i.e. for calculating entitlement to sick pay and certain “family friendly” rights, for example maternity/adoption/paternity leave and pay) will not automatically be maintained. These benefits will be calculated based on their continuous employment with their current employer only, unless the new employer opts to honour the previous service. This also applies to support staff where the prospective employer does not follow the Green Book terms.

- The employer will be the Romero Catholic Academy Trust and accordingly salaries will be paid by the Multi 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 or exceed 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 Multi Academy Trust envisages taking the following measures in connection with the transfer:
 - The School and its staff will adopt all CES policies where the current equivalent policy is non-contractual.
 - The Multi Academy Trust will review all of the school’s contractual policies and contracts of employment following conversion and if any changes are anticipated, a consultation process will take place.
 - The Multi Academy Trust may choose to move away from the existing HR service and Payroll service providers and should this occur, this may result in the loss of non-contractual benefits such as the long service award, also discounts, and deals for local businesses and organisations which are only available to LCC staff. A list of these benefits is available through the School’s Portal or appendix 1.



- As of the date of this letter, the School uses five agency workers, but this varies from day to day. They work in the following areas of the School: ICT (1), General Cover (3), and Cleaning (1). They do the following sorts of work, ICT, General Cover Work and Cleaning.

We will be holding an information evening on Thursday 12th September 2019 at 15.45pm, at Blessed Trinity RC College, which you are welcome to attend.

Yours sincerely

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