



Birdsedge
First School



Appendix 5– Staff Consultation Feedback

In advance of staff meetings which took place on the 2nd and 3rd of March at Scissett and Kirkburton respectively and then at Shelley and Birdsedge First Schools as a joint meeting on the 20th April a Frequently Asked Questions (FAQs) document was issued to staff. Staff also fed back via email and our online survey (see appendix 7 for results).

Following formal input from the Chairs of Governors and Gail Khan there was an opportunity at each meeting for a questions and answers session. Questions included:

1. How do we check our personal data?

Response: Heather Armitage at the LA will lead on this area and this will be explained in detail at the TUPE consultation after Easter. The process will be that the school business manager checks basic data to ensure nothing is missing prior to individual staff members receiving a letter which will confirm personal data which is held on file. This will include details such as name/address/salary/scale points/date you started in the profession. You will have a window of time usually 3-4 weeks to check this data is accurate and correct any mistakes/ask any questions

2. As there is a liability on pensions am I at risk of losing it?

Response: No. If there is a deficit position on the local government pension the employer may need to pay increased contributions but not the employee. We have yet to ascertain the figures and this happens later in the conversion process. The Department have underwritten any pension risk for academies.

3. What can change in regard to terms and conditions of employment?

Response: In theory anything can change just as it could now as a maintained school. TUPE protects staff at the point of transfer and until such a point either:

- You change roles or your existing role changes
- The employer consults on any proposed changes which are linked to Economic Technical or Organisational (ETO) reasons

4. Will underperforming schools or small academies that are stand alone be forced to merge and/or join other trusts?

Response: This is highly likely as the government priorities are driven by school to school support and improving all schools to be at least Good. For single schools which are academies there is an issue of viability and sustainability going forward.

5. Governance – how are we identifying individuals to be appointed to the new structure? Who has been appointed so far?



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Response: We are looking for individuals who bring a mix of professional skills to the Trust. Many Members and Trustees will be independent of the schools now in order to bring additional challenge and rigour to governance. We are looking for skills in education, finance, health, business, the community etc. If staff have any ideas or possible nominations they should contact Gail Khan at gail.khan@gka1.co.uk . So far names that had been put forward included PL, AW, HB and GS. It was also proposed that there would be one first school and one middle school Headteacher representative on the Board.

6. Will there be continual and identical pensions for staff?

Response: Yes there will. Our funding agreement states we must use Teachers Pensions Scheme and the Local Government pension Scheme.

7. Will we be asking for staff to agree a change of contract after conversion?

Response: At present there are no plans to change contracts after conversion. You will receive a letter which confirms your change of employer on conversion.

8. Is the academy committing to implement the national pay and conditions framework indefinitely?

Response: We are committed to following the School Teachers Pay & Conditions Document (STPCD) and transferring current HR policies. In the future it will be a Trust decision whether it wishes to honour STPCD or introduce a different framework.

9. Is the Academy purchasing LA – payroll, staff health & welfare, CPD, advisory services?

Response: At the moment we are just entering in to new service agreements for 2016/17 with the LA which includes those listed above. Going forward we will look at the services in detail to ensure value for money and high quality provision.

10. Has dedicated time for staff to meet their Trade Unions been arranged or should staff sort that with their school representative?

Response: Trade Unions will be invited to all staff TUPE meetings when we start consultation and we will ensure time is made available for staff to talk to union colleagues if they wish to do so.



11. What happens to my contract if I stay in post but reduce or increase my hours, will this mean a new contract and new T's and C's has to be signed?

Response: Yes at any point your contract changes for whatever reason a new contract should be issued, signed and returned.

12. What happens during the transfer to those colleagues who may be on maternity leave or sickness absence, how are they included?

Response: The Heads and School Business Managers are aware of each of the colleagues that may be absent from school. All colleagues will be asked what their preferred method of communication is and will be kept informed of all conversion information as we proceed.

13. Are any of the Trustee or Member positions paid?

No. With the exception of the Chief Executive Headteacher who is appointed to the Board as a senior employee of the organisation.

14. How soon after transfer can terms and conditions change?

Response: TUPE stays with an employee until such a time you change roles within the organisation or your employer wishes to consult on new structures and/or contracts of employment. As they would do now your unions would be involved and this would follow policy and process outlined within agreed conditions and recognition agreements.

It was emphasised that the process of conversion for all the schools was 'as is' and that there were no proposed measures/changes as a result of the change of employer.

Union colleagues also highlighted that they would be looking for the future academy trust to sign up to an Instrument of Government with the JNC.