



**The Cardinal Newman Catholic Educational Trust
&
St Patrick's Catholic School.**



**Welcome
&
prayer**

Prayer:



"GOD HAS
CREATED ME
TO DO SOME
DEFINITE
SERVICE...
HE HAS NOT
CREATED ME
FOR NAUGHT.
I SHALL DO GOOD;
I SHALL DO
HIS WORK."

-ST. JOHN
HENRY NEWMAN

May the Lord support us all the day long,
Till the shades lengthen and the evening comes,
and the busy world is hushed, and the fever of life
is over,
and our work is done.

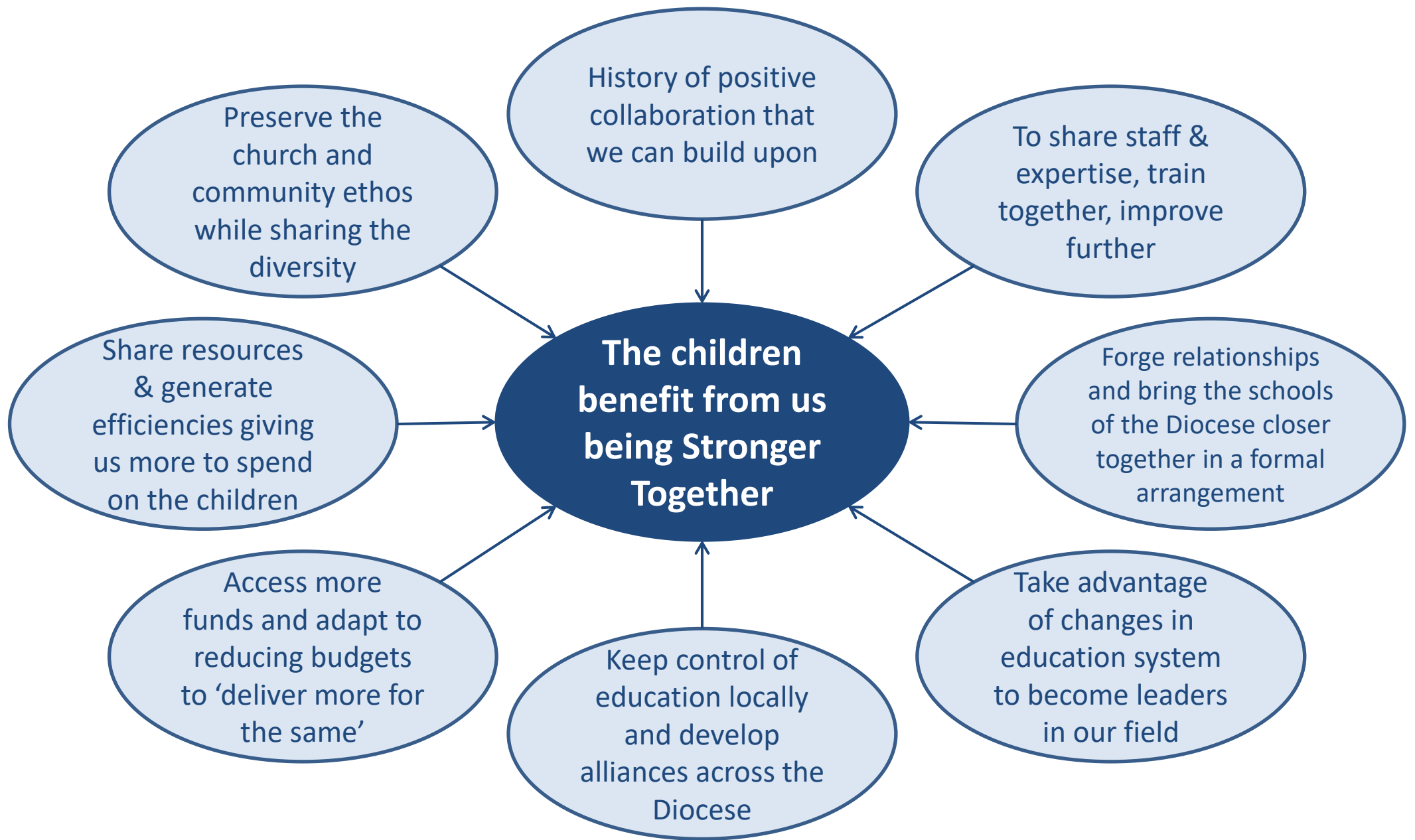
Then, in his mercy, may he give us a safe lodging,
and holy rest, and peace at the last.

Amen.



The story so far:

- Application approved.**
- Legal & administrative process has begun.**
- Formal process to transfer staff and “assets” is being ratified this term.**



What is TUPE?

- Transfer of Undertaking (Protection of Employment) Regulations 2006
- Regulations that preserve employees' terms and conditions when a business, service provision or undertaking is transferred to a new employer
- Employees transfer to the new employer on the same terms and conditions. Does not include Pensions.

Who transfers?

- All employees assigned to the part of the business that is transferring will transfer with it
- Permanent employees
- Employees on fixed term contracts with end dates post transfer

Employment Matters

Who is Responsible for What?

- Current employer is responsible for 'employee liability information' – provision of information to the new employer (transferee)
- Both are responsible for informing and consulting about the transfer and any changes proposed to the workforce
- EPM as the School's HR provider will support with the transfer process

Consultation Under TUPE

- Employees and their representatives must be consulted about the transfer
- Consultation must commence long enough in advance of the transfer for consultation to be 'meaningful'
- Must cover any 'measures' the old or new employer envisage taking which may affect employees
- Must cover and legal, social and economic changes

What stays the same?

The system of education and curriculum

The children's teachers and our staff

The school's name and ethos

The school's role in the **community**

We will continue to have our own local governing body as all other schools. This will be called a ***Local Governing Committee***.

School is still be bound by the statutory codes for Special Educational Needs and funding remains directed to the school

Admissions criteria and catchment areas

We value our relationships with other local schools and/or partnerships, and these will not change

The school day and terms

School uniform etc

What changes?

Measures

- Change of pay date
- Change of payroll provider and therefore changes to reporting e.g. payroll slips and access to details.

What is disclosed?

- Employee information, for example:
 - Written statement of particulars
 - Salary information
 - Sickness records
 - Job descriptions
- HR Policies and procedures, for example:
 - Redundancy Policy
 - Trade union recognition agreement

Other HR information such as:

- Accident forms
- Threatened or current legal claims against the School
- Single Central Record

Pensions

Teachers Pension Scheme (TPS)

Any teachers aged 16 – 75 not contributing to TPS will be enrolled from conversion under the new employer.

Local Government Pension Scheme (LGPS)

Any support staff aged 16 – 75, on a contract for more than 3 months, not contributing to LGPS, will be enrolled from conversion under the new employer.

Project Timeline

May:

Academy Application submitted

School Improvement Strategy and action plans submitted and verified

Academy Order approved

May to September:

Development Governance for September and Local Governing Committee

Consultation window from 1st of July

TUPE transfer process window July – post consultation

Legal Trust development and conversion work up to late July

July/August – key Director decision meetings to sign all agreements for

Newman Board and St Patrick's.

September 1st 2024 – Conversion date and complete TUPE transfers

Thank you!

Any questions?

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