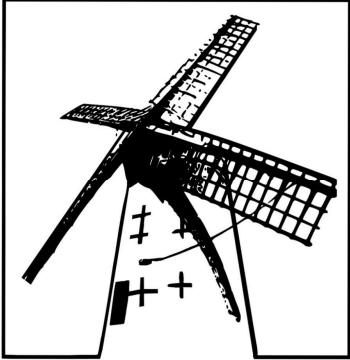


**Bidston Avenue Primary School**



**'Achieving Together'**

## TUPE meeting with Union & Professional Association Officials

Thursday 19<sup>th</sup> September 2024


3pm with officials

3:45pm for Staff Feedback

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## Agenda



- ✂ Apologies
- ✂ Background - Representatives of current and new employer
- ✂ Date of transfer
- ✂ What does this mean for staff?
- ✂ Any proposed measures post transfer
- ✂ Questions
- ✂ Close

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## Background - Context



- ⌘ GB have looked at conversion on a few occasions in the last decade
- ⌘ 13<sup>th</sup> Dec 2022, after White Paper discussion, GB decided to reassess our position.
- ⌘ 13<sup>th</sup> Jan 2023 – Wirral Academies Conference (SGB/JM/KH)
- ⌘ 7<sup>th</sup> Feb 2023 – Everton General Trust Proposal Meeting (SGB/GD)
- ⌘ 22<sup>nd</sup> March 2023 – GB Updated
- ⌘ March 2023 – Jeff Marshall legal update/ Steve Baker Intro to Everton Free School proposals (possible Founder School)
- ⌘ 29<sup>th</sup> March 2023 - GB resolution to progress path to academisation (a good match with our values/negotiate control of our finances/branding)
- ⌘ SGB / GD / JMo / KH have been involved in soft due diligence of multiple academy trusts (Wirral & beyond) and produced a document for the GB
- ⌘ 29<sup>th</sup> Nov 2023 – presented the soft due diligence doc to GB. GB resolution/vote to convert to academy with Everton Free School (trust name unknown)
- ⌘ Our favoured option has always been to create our own or be a founder school within a fresh MAT
- ⌘ Current climate sees a reduction in local options over time and the increased risk of being 'placed' in one in the future
- ⌘ Reduced offer for 'Good or better' schools from Wirral school improvement

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## Background – Why The People's Learning Trust?



- ⌘ Inclusive values in line with ours
- ⌘ Research focused and wider research network to be part of
- ⌘ Sport (BAPS strength / TPLT strength) – enhance our sport option working alongside the Sport College
- ⌘ Access to TPLT multi-agency services
- ⌘ Economies of scale free up time for leadership and admin teams
- ⌘ Allows school to keep identity and very little change for our staff
- ⌘ Not a MAT of mates – schools can provide challenge to each other and grow a self-sustaining school improvement model over time.

Why would a local authority-maintained school, such as Bidston Avenue Primary want to join a MAT?

There are several reasons why a school may want to join/form a MAT:

- Further developing the effective teaching and learning practices across schools
- To continue to develop and sustain a high-quality inclusive education for all pupils
- Access to a bespoke professional development programme (CPD) that adds real value to the developing our skilled workforce
- Common teaching and learning practices across schools;
- A common professional development programme (CPD) that adds real value to the education
- Efficiencies in administrative functions and joint procurement; this will help in these more financially constrained times
- Further developing governance with a clear focus on strategic development, teaching and learning
- Enhanced reputation for excellence, due to collaboration with other schools in the Trust
- Further develop leadership, management and governance that impacts directly upon the students
- Recruitment, retention and growth of excellent staff
- Improve and sustain overall academic standards
- Ensure that decisions about the school are influenced at a local level; and,
- Secure the long-term future of the school.

What are the benefits of being a founder school?

- A founder school is a school that initiates or joins a MAT at its inception, and plays a key role
- A founder school has more influence and input in the decision-making and governance of the MAT
- A founder school can also benefit from the support and expertise of the other founder schools in the MAT

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## Background – Introduction to The People’s Learning Trust & Why Bidston Avenue?



- ✎ Steve Baker OBE, CEO of TPLT
- ✎ Linda McMullen, CFOO of TPLT



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## Date of Transfer?



- ✎ DFE Meeting yesterday and date agreed
- ✎ Aim to convert on: 1<sup>st</sup> January 2025

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## What does this mean for staff?



- ✎ It will mean that all staff employed by the school at the date of transfer will be employed by The People's Learning Trust
- ✎ Staff are covered by TUPE legislation, which protects contractual terms and conditions at the point of transfer, and they will transfer into The People's Learning Trust on their current terms & conditions.
- ✎ Any future contractual changes will be based on moving to the **best offer across multiple Local Authorities**

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## Proposed measures post transfer?



- ✎ **Change of payroll provider?** *Yes, to be confirmed.*
- ✎ **Pay date change?** *Yes, proposed 23<sup>rd</sup> of the month. School Staff are 18<sup>th</sup> and 24<sup>th</sup> of the month, so there will be provisions in place if some staff need support with this.*
- ✎ **Trade union recognition?** *Yes.*
- ✎ **HR policies?** *All taken over with employees and, in the future, it is planned that the most favourable policy will be taken by the trust across the Local Authorities.*
- ✎ The only proposed measures are the change of payroll provider and pay date.

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*Any further questions?*

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