
TUPE Presentation



Proposed transfer of Range High School to Southport Learning Trust - Employee and Representative meeting

Mike McGarry & Tracy Foster – HR Consultant

24 April 2024



Welcome and introductions

- Mrs Karen Owens – Chair of Trustees, Range High School
- Mr Jim Rimmer – Vice Chair of Trustees, Range High School
- Mike McGarry – Headteacher, Range High School
- Tracy Foster - HR Consultant, Browne Jacobson
- Trade Union Colleagues

Southport Learning Trust:–

Ian Raikes, CEO

Anna Smith, Executive Director/CFO

Carol Thomas, Trust HR Manager

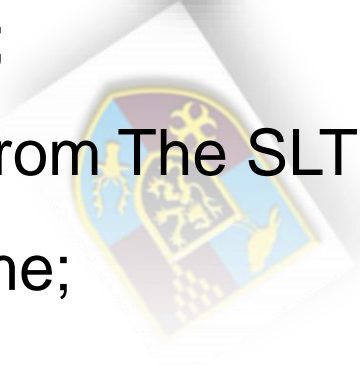
Purpose of presentation

- Inform you of the proposal to transfer to Southport Learning Trust (SLT)
- An opportunity for SLT to tell you about their trust
- Inform and consult with you and your representatives about the transfer which is proposed to take place on 1 September 2024

Welcome to our Consultation

- Purpose of this evening:
- What is a MAT?;
- to understand our MAT journey;
- to hear from some colleagues from The SLT;
- to consider next steps/time frame;
- What will change?
- Opportunity to ask questions.

September 2023



Why has this decision been made?

- Following a full stakeholder consultation, Range High School submitted an application to the DfE to join Southport Learning Trust which was approved 12th March 2024
- Consequently Range High School employees are being transferred to Southport Learning Trust.

Purpose of the session

The purpose of this session is to:

- Advise you on what this change means;
- Explain what this change of employer means for you as the employee;
- Commence formal consultation with you on the proposed transfer;
- Advise you of the people who will be providing support;
- Set out the timescale for the proposed conversion;
- Provide opportunity for you to ask questions.

**Transfer of Undertakings
(Protection of Employment)
Regulations 2006 (TUPE)**

What is TUPE?

- TUPE is a legal process and happens where there is a “relevant transfer” – a business transfers from one employer to another as a going concern
- TUPE protects staff – you should not be in a worse position as a result of changing employer
- The transferor – Range High School (current employer)
- The transferee – Southport Learning Trust (SLT) (new employer)

In other words

- The TUPE process takes all employees employed at the point of transfer from one employer to another
- Transfer with terms and conditions intact
- Transfer with full continuity of service
- Employer becomes Southport Learning Trust

What has to happen?

We inform you about the transfer including:

- When and why a transfer is happening
- What the impact on employees will be
- Whether it is proposed to reorganise or make other measures (changes) and how it will impact employees

Proposed Measures

Southport Learning Trust have informed Range High School that there are no intended measures as part of the transfer.

There are, however, proposed changes to some areas of the structure and the affected team members are aware and in agreement.

Making other changes

- There is no fixed point in time after which changes can be made
- Making changes to terms and conditions if the sole or principal reason for variation is the transfer will be void
- However, can be made if for an Economic, Technical or Organisational (ETO) reason: for example, a change in the overall numbers of employees in the workforce due to falling pupil roll
- Some changes will be unconnected with the transfer and will take place as normal

Sharing information

- Range High school will need to provide information to Southport Learning Trust about its employees (see FAQ)
- This is called employee liability information (ELI)

What about pensions?

- It is a requirement of the Funding Agreement that Southport Learning Trust offer access to the Teacher's Pension Scheme and Local Government Pension Scheme
- There will be no break in continuity of service for the purposes of pensions –
****However, it is advisable to check your pensionable service with your pension provider to ensure there are no gaps or anomalies (TPS or LGPS)***
- If you have previously opted out of a pension scheme and you still do not wish to be a member of a pension scheme, you will need to opt out again. You will automatically be auto-enrolled on transfer.

What does it mean for me?

- Proposed transfer date is 1 September 2024
- From the transfer date you will be employed by SLT
- Terms and conditions of employee will remain the same and you will retain your continuous service
- If you are on a fixed term contract that goes beyond the transfer date, you will transfer under your current terms and conditions

Moving voluntarily to other schools after transfer

- Continuity of service is preserved in relation to redundancy
- There may be an impact on other service related contractual benefits accrued
- Practice varies across local authorities and academy trusts so check before making a decision

Next steps

What happens next?

Next steps - timeline

TUPE timeline:

- 24 April 2024 Formal TUPE consultation commences
- 24 May 2024 Formal TUPE consultation closes

Transfer timeline:

- 1 September 2024 – Range High School employees transfer to Southport Learning Trust
- If the transfer does go ahead, you will receive a notification letter advising you of your new employer

What happens next?

- Today is part of the process of informing and consulting with all staff by your current employer as part of the TUPE process
- We have met the trades unions and professional associations and will continue to discuss this with them
- You will be kept updated on progress through further staff briefings/meetings/FAQ documents
- You will be asked to confirm your personal details so we have accurate information about your employment

Support

- We understand that you may have some questions you would like answering at this time and that you will want reassurance about how this change impacts on you
- We have developed a Frequently Asked Questions document that will help answer the main questions you may have – this will be circulated to all staff
- The following support mechanisms are there to help you through the process:
 - Speak to your line manager
 - Speak to the headteacher/member of the Senior leadership Team
 - Speak to your trades union representative
 - Southport Learning Trust

Input from Southport Learning Trust

Any questions?



Thank You

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