

21st June 2024

The Special Partnership Trust measures letter

Prior to the consultation meeting with staff and staff representatives (scheduled for 28th June 2024), regarding the transfer of Mill Water School to the Special Partnership Trust, we would like to provide staff with information regarding the measures being proposed.

Please note, the information being provided at this time is based on information that the Special Partnership Trust has received from Devon Council and the school at this time. As part of the ongoing consultation and due diligence process, it may be necessary to revise and/or add to these measures prior to the transfer date as more information becomes available. We will of course, keep staff and the elected representatives informed of any updates made to any of the measures.

TUPE Measures

A “measure” is a very broad term which will apply to any deliberate change in working conditions or practices which your employer wants to introduce.

TUPE does not prevent non-contractual conditions from change, but the employer does have a duty under TUPE to consult if changes to non-contractual conditions are proposed. The non-contractual measures include a review and potential changes to:

- Monthly pay date: Employees will be paid monthly by credit transfer into their bank/building society, on the last working day of each month.
- Your existing non-contractual benefits will be reviewed with comparable alternatives to these, including; discounted shopping opportunities, EAP Programme, Simply Health Scheme, Bike2Work Scheme, OH/Wellbeing Portal and Long Service Awards. (More information can be provided as required). We believe transferring to the SPT Total Reward offer is comparable to the current offer available to transferring staff. If existing non-contractual benefits are more advantageous than SPT these will continue. The total reward offer is continuously reviewed to ensure it provides staff with a range of relevant benefits, therefore if SPT rewards become more beneficial staff could be swapped over to the SPT scheme.
- The integration and adoption of all non-contractual SPT policies, processes and procedures.
- Review school finance/resources/estate including reviewing contractual/ commercial arrangements to ensure that VfM and economies of scale are realised across the partnership.
- The adoption of the SPT's industrial relations practices including recognition of the teaching and non-teaching Trade Unions.
- The salary for each job group/role has been determined by comparing the skill set outlined in the person spec, job title, level of responsibility/accountability, decision making, self-direction and line management. A copy of the SPT Pay Framework can be shared in due course.
- All teaching staff will transfer on their existing scale point, which aligns with SPT teaching pay scales/National Teaching pay rates, from the date of the transfer. The SPT Performance Management/Pay Review process takes place in the Autumn term

each year and is based on an academic year (Sept to Aug). Teaching staff will be included in the Autumn 2024 annual performance management/pay review process. As per standard Teaching Terms, Teachers on an M Scale will move up their scale unless they have been in their role less than 1 year and/or there is a reason not to. Teachers on the UPS scale can move up one scale point every two years, providing they apply, meet the threshold criteria, have the necessary evidence and the application is approved by the Head Teacher.

- All support staff will transfer across on their existing salaries/grades. The SPT do not align to NJC pay scales for support staff and are not bound by future NJC pay awards. The SPT Pay Review process takes place in the Autumn term each year and is based on an academic year (Sept to Aug). Support staff will be included in the Autumn 2024 annual pay review process. This will replace the current DCC annual review process cycle which takes place in April each year. SPT have their own Pay Framework, which means from the point of transfer, support staff will not increment up their existing DCC pay scale any further. If, as part of the annual pay review process an inflationary increase is proposed and agreed by Trustees, Mill Water support staff would be eligible to receive the same inflationary increase on their existing salary.
- SPT benchmark salaries within the pay framework, annually to ensure the salaries are appropriate for the roles/responsibilities/accountabilities and remain competitive. As part of our annual pay review process, an increase is proposed which is agreed by Trustees and these increases are applied to the framework rates. Any staff whose salary is above/out of line with the framework will have their salary safeguarded until others in that group reach parity.

A consultation meeting has been arranged for Friday 28th June 2024 where the proposed measures can be discussed and any initial queries responded to. We will continue to consult on these measures until the transfer has been completed.



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