

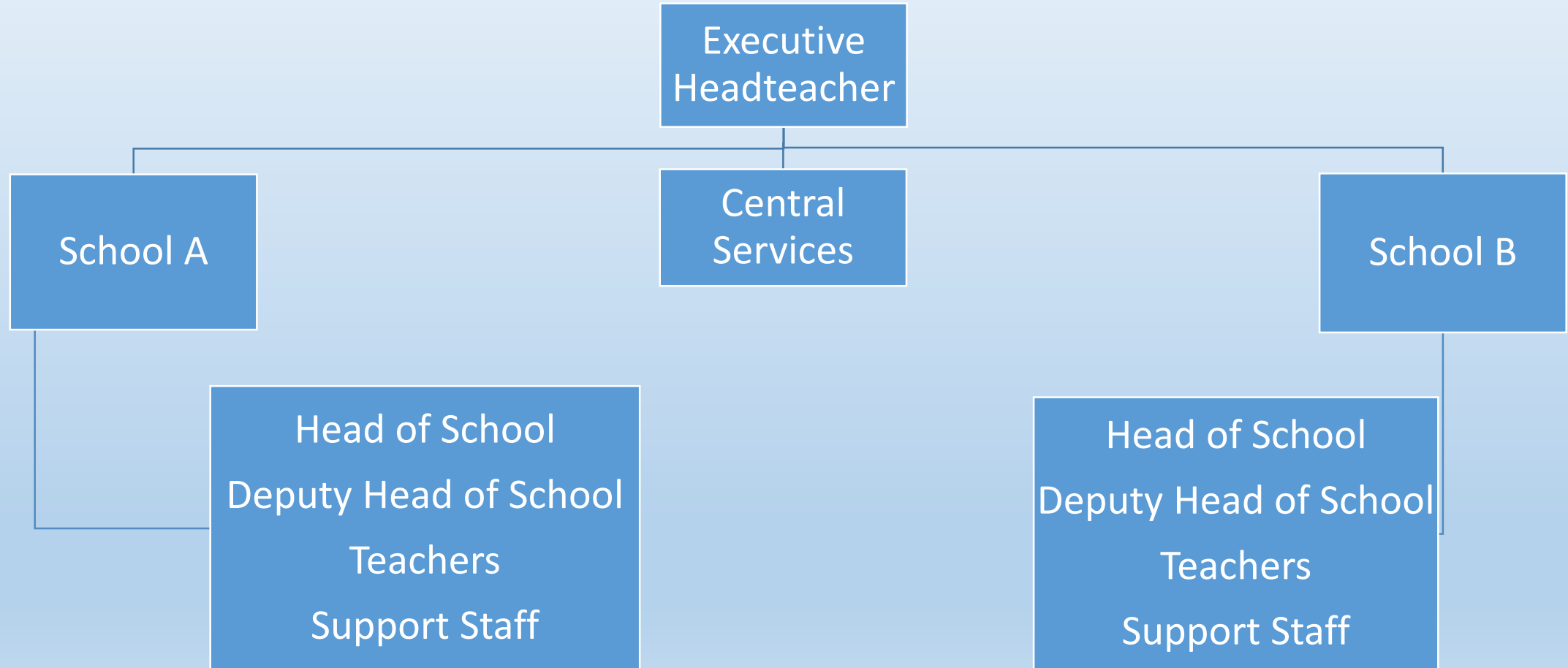


Multi Academy Trusts PAG Conference

How are MATS Governed

- 3 levels of management
- Members – largely a hands off role similar to shareholders in a company
- Trustees / Directors – provide strategic direction for the trust – chosen for their individual skills they can bring to support the development of the trust
- Local advisory boards – similar to our existing governing bodies – in each school

Example MAT Staff Structure



Do schools have to change

- Political picture – cross party support for the development of Academies and now the development of Multi Academy Trusts
- Need to promote and facilitate school improvement with better outcomes for pupils and staff
- Disappearing local authority services
- School's desire to be in control of their own destiny

What changes may be seen

- Most staff will see no change to their role
- Greater opportunity for staff to develop their practice through wider collaboration shared input and benefits from CPD
- Change to some leadership roles in schools
- Changes to some administrative and support roles and practice in schools as the MAT develops.
- Opportunity to work across all schools in the MAT
- Improved - staff retention,
internal opportunities for progression,
succession planning.

What changes may be seen

- There will be little change to the daily life of children in the classroom
- Parents will notice little or no difference to the daily school life of their child

How does this affect staff

Staff should be consulted on a proposal to move into a MAT

- Staff are currently employed by Plymouth City Council
- Staff will transfer to being employed by the Multi Academy Trust
- Terms & Conditions of employment will not normally change
- Memberships to the Teachers and Local Government Pension Schemes will continue
- Increased job security with options to work across member schools

How does this affect staff

- Staff will no longer be able to use Plymouth City Council's ichoose, Employee Assistance Programme and childcare vouchers
- Trust may develop their own schemes such as childcare voucher for use by staff
- Consistent pay day for teaching and support staff (25th of the month)
- If you continue with PCC payroll ichoose, Employees Assistance Programme and childcare vouchers may be available.

Managing changes to staffing

- TUPE protection applies, however;
- Changes to contracts of employment may be 'mutually agreed' prior to or post transfer
- Staff re-structures may take place post transfer, but rules apply about how and what changes can be implemented
- Under TUPE forced changes must be for economic, technical or organisational reasons and not related to the transfer
- Where posts become surplus to requirement redundancies can take place

Support

- PLP Finance and HR advisers
- Consultation guide
- Myths and facts sheet
- Governor services
- Unions

HR Update

- Newsletter - June
- Teachers pay 2016
- Fit for work scheme
- End of temporary contracts Summer Term
- Headteacher/CEO recruitment
- New policies
- SLA