



# Borden Church of England Primary School

Part of the UNITAS Collaboration

School Lane Borden Sittingbourne Kent ME9 8JS

Dear Staff Member

9<sup>th</sup> January 2017

## ACADEMY STATUS – IMPORTANT INFORMATION FOR STAFF

The attached letter is going home to parents today, seeking their views on our proposal to convert to a Multi Academy Trust. More detail about this proposal is in the letter to parents. This document says a little more about what these proposed changes would mean for staff.

Our conversion to academy status will bring little change to our day to day activity in school and there will be no change to the staffing in the school.

As part of the conversion to Academy status your employment will transfer to and you will be employed by the Multi Academy Trust. This change of employer is classed as a transfer of undertaking and legal protection to all employees is provided through the Transfer of Undertaking (Protection of Employment) Regulations (commonly referred to as TUPE). In essence this means that all staff have the right to transfer to the new employer whilst retaining their existing pay, terms and conditions. The Multi Academy Trust will pay all staff in its academies on national terms and conditions. All staff will continue to be enrolled in their existing pension scheme and will continue to have the same benefits as they do now.

We will provide an opportunity to all staff to come and hear more about the proposal and to ask questions after school on **19<sup>th</sup> January 2017 at 4pm at Minterne Junior school (Minterne Avenue, Sittingbourne, Kent. ME10 1SB)**. There will also be a formal consultation with you later as part of the TUPE process.

I hope the reassurance in this document is helpful. We are also holding a meeting in **Minterne Junior school (Minterne Avenue, Sittingbourne, Kent. ME10 1SB) on 10<sup>th</sup> January 2017 at 7pm** where we will say a little more about what this proposal means for our school. All parents, carers and members of the local community are welcome to come along to find out more and to ask questions.

If you have any questions or comments about this proposal please email us ([office@borden.kent.sch.uk](mailto:office@borden.kent.sch.uk)) or complete the response form attached or online. (<https://www.surveymonkey.co.uk/r/UniColl>) .



Mr David Whitehead  
Mrs Sheila Dunk



*Executive Headteacher*  
*Head of School*



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Please do let us know what you think about whether our school should become an Academy. You should also feel free to consult your union. If you have any questions or comments about this proposal please talk to me. ([office@borden.kent.sch.uk](mailto:office@borden.kent.sch.uk))

If you have any comments please send them by **10<sup>th</sup> February 2017**. We will inform parents of the feedback in the school newsletter.

Yours sincerely

Helen Stewart

Chair of Governors



Mr David Whitehead  
Mrs Sheila Dunk

*Executive Headteacher  
Head of School*

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