



## Nottingham Roman Catholic Diocesan Education Service

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### Single Letter Consultation from NRCDES to TU side

4<sup>th</sup> May 2018

Dear [union or employee representative contact]

This letter is sent on behalf of the VA schools and the transferring MATs listed in Annex 1. The purpose is to provide information to you in accordance with our obligations under TUPE. It is provided with the permission of and on behalf of all the transferring VA schools and academy trusts listed in Annex 1.

#### **About the Transfer**

The transfer results from a reorganisation of all the Catholic schools within the Nottingham Catholic Diocese. All existing Catholic VA schools and open academies within existing Nottingham Diocese Catholic Academy Trusts will become part of four Catholic Multi Academy Trusts (CMATs) which will broadly cover, Derbyshire, Nottinghamshire, Leicestershire and Lincolnshire. The organisation of the schools and Academy Trusts by new CMAT is shown at Annex 1 and a list of all schools and academies by each new CMAT is shown at Annex 2. The detail and rationale behind the reorganisation is set out in Part 2 of the Diocesan Plan for schools in the Diocese of Nottingham.

In each of the new CMAT areas there is a receiving Catholic MAT which will be renamed. The names of the new CMATs are shown at the top of the Annexe with the old name for each of the CMATs in the brackets.

The Transfer of Undertakings (Protection of Employment) Regulations 2006 ("TUPE") will apply to these transfers.

It is currently intended that the transfers will happen on 1 September 2018. The business case for the transfers is to strengthen and safeguard catholic education in the diocese of Nottingham for the long term, to raise standards, to achieve value for money through significantly increased efficiencies and economies of scale, to provide better opportunities for staff through shared CPD and cross academy working, to develop effective succession planning and to enable the benefits of collaborative working to foster continued improvement.

We will be engaging with staff through a detailed FAQ document followed by opportunities for staff to attend information sessions around the Diocese details of which are set out in Annex 3. Staff will be provided with access to the FAQ and a copy of this letter on Tuesday 8<sup>th</sup> May.

This consultation on the transfer commences from the date of this letter and will close on 22<sup>nd</sup> June 2018 this allows for any issues raised through the staff information sessions and the TU side meeting on 20<sup>th</sup> June to be considered.

#### **Social, Legal or economic implications for affected employees**

All employees working in the schools, academies and academy trusts listed in Annexes 1 and 2 immediately before the transfer will transfer to be employed by their named Catholic Multi Academy Trust on their existing terms and conditions of employment with full continuity of service.

The Diocesan Centre, Mornington Crescent, Mackworth, Derby, DE22 4BD

The new employers will be one of: Our Lady of Lourdes Catholic Multi Academy Trust, St Ralph Sherwin Catholic Multi Academy Trust, St Therese of Lisieux Catholic Multi Academy Trust, St Thomas Aquinas Catholic Multi Academy Trust and accordingly salaries will be paid by those CMATs.

A location will be established for the central finance and HR teams of each CMAT as follows:

St Ralph Sherwin CMAT – within 3 miles of Derby City

St Thomas Aquinas CMAT – within 10 miles of Leicester City

Our Lady of Lourdes - University of Nottingham's Kings Meadow Campus or within 3 miles of that site

St Therese of Lisieux CMAT – The Lawns, Lincoln

### **Measures**

We envisage that this transfer will be without measures. However, as I am sure you are aware it is mandatory for all staff employed in Catholic schools and academies to be employed on CES contracts supported by the CES suite of HR policies. Where it is apparent that staff have not been employed on CES contracts then these errors will be addressed following conversion. We understand that this is not a measure directly related to this TUPE transfer.

We recognise that some staff have access to some benefits such as childcare vouchers offered through local authority services and although we may not be able to replicate these exactly we are committed to offering an alternative of equal value.

As stated above and as you are aware, the new CMATs will have central teams. This has involved some staffing reorganisation. You have already been fully involved in the extensive consultation exercise in relation to this.

### **Agency Workers**

As of the date of this letter the transferring VA schools and existing Academy Trusts do use some agency workers to provide cover for staff absences but this varies from day to day. They work in the following areas: classroom teaching, admin and finance, caretaking, cleaning, catering.

Yours sincerely

**Neil Weightman**

Assistant Director of Education



## Nottingham Diocese Catholic Multi-Academy Trusts: VA Schools and existing MATs transferring by CMAT

<b>St Ralph Sherwin Catholic MAT (St Robert Lawrence Catholic Academy Trust)</b>	<b>St Thomas Aquinas Catholic MAT (Blessed Cyprian Tansi Catholic Academy Trust)</b>	<b>St Therese of Lisieux CMAT (NoLCAT)</b>	<b>Our Lady of Lourdes CMAT (South Nottingham Catholic Academy Trust)</b>
<b>VA Schools</b>	<b>VA Schools</b>	<b>VA Schools</b>	<b>VA Schools</b>
All Saints' Catholic Primary School, Glossop, SK13 0RN	Bishop Ellis Catholic Primary School, Leicester, LE4 8GP	St. Mary's Catholic Primary School, Boston, PE21 9PX	There are no VA schools
Christ The King Catholic Primary School, Alfreton, DE55 7EN	Christ the King Catholic Primary School, Leicester, LE3 6DF	St. Mary's Catholic Primary School, Grantham, NG31 9AX	
Holy Rosary Catholic Primary School, Burton on Trent, DE15 0JE	Holy Cross Catholic Primary School, Leicester, LE2 6TY	St. Norbert's Catholic Primary School, Spalding, PE11 1NJ	
St. Alban's Catholic Primary School, Derby, DE21 6NU	St. Charles' Catholic Primary School, Bosworth Road, Measham, DE12 7LQ		
St. Anne's Catholic Primary School, Buxton, SK17 7AN	St. Francis' Catholic Primary School, Melton Mowbray, LE13 0BP		
St. Charles' Catholic Primary School, Hadfield, SK14 7PQ	St. Patrick's Catholic Primary School, Leicester, LE4 6QN		
St. Elizabeth's Catholic Primary School, Belper, DE56 2JD	St. Peter's Catholic Primary School, Earl Shilton, LE9 7AW		
St. Joseph's Catholic Primary School, Derby, DE23 6SB	English Martyrs' Catholic School, Leicester, LE4 0FJ		
St. Margaret's Catholic Primary School, Gamesley, SK13 9JH	St. Paul's Catholic School, Leicester, LE5 6HN		
St. Mary's Catholic Primary School, Derby, DE22 1AU			
St. Mary's Catholic Primary School, Glossop, SK13 8NE			
St. Mary's Catholic Primary School, New Mills, SK12 3BW			
St. Mary's Catholic Primary School, Marple Bridge, SK6 5BR			
St. Thomas' Catholic Primary School, Ilkeston, DE7 4LF			
St. Thomas More Catholic School, Buxton, SK17 6AF			
Blessed Robert Sutton Catholic Sports College, Burton, DE15 9SD			

MATs	MATs	MATs	MATs
St. Philip Howard Catholic Voluntary Academy Trust, Glossop, SK13 8DR	St. Dominic's Catholic Academy Trust, Stoke Golding, CV13 6HT	St. Gilbert of Sempringham Catholic Academy Trust, Willow Crescent, Oakham LE15 6EH	St. Augustine's Catholic Academy Trust, Nottingham, NG2 4JS
St. John Fisher Catholic Voluntary Academy Trust, Derby, DE24 0PA	Corpus Christi Catholic Academy Trust, Coventry Road, Market Harborough LE16 9BZ		The Aquinas Catholic Academy Trust, Broomhill Lane, Mansfield, NG19 6BW
St. Edward's Catholic Voluntary Academy Trust, Swadlincote, DE11 0BD			Pax Christi Catholic Academy Trust, Arnold, NG5 7JZ
Holy Family Catholic Academy Trust, Duffield Road, Derby DE22 1JD			St. Barnabas Catholic Academy Trust, Nottingham, NG8 3EZ



<b>St Ralph Sherwin Catholic MAT (St Robert Lawrence Catholic Academy Trust)</b>	<b>St Thomas Aquinas Catholic MAT (Blessed Cyprian Tansi Catholic Academy Trust)</b>	<b>St Therese of Lisieux CMAT (NoLCAT)</b>	<b>Our Lady of Lourdes CMAT (South Nottingham Catholic Academy Trust)</b>
All Saints' Catholic Primary School, Glossop, SK13 0RN	Bishop Ellis Catholic Primary School, Leicester, LE4 8GP	English Martyrs' Catholic Voluntary Academy, Oakham, LE15 6EH	Blessed Robert Widmerpool Catholic VA, Nottingham, NG11 9BH
Christ The King Catholic Primary School, Alfreton, DE55 7EN	Christ the King Catholic Primary School, Leicester, LE3 6DF	Our Lady of Good Counsel Catholic Primary School, a VA, Sleaford, NG34 7AT	Holy Cross Catholic Voluntary Academy, Hucknall, NG15 8BZ
English Martyrs' Catholic Primary School, Long Eaton, NG10 4DA	Holy Cross Catholic Primary School, Leicester, LE2 6TY	Our Lady of Lincoln Catholic Primary School, a VA, Lincoln, LN2 2HE	Holy Trinity Catholic Voluntary Academy, Newark, NG24 4AU
Holy Rosary Catholic Primary School, Burton on Trent, DE15 0JE	Holy Cross School, a Catholic Voluntary Academy, Leicester, LE67 5AT	St. Augustine Webster Catholic Voluntary Academy, Scunthorpe, DN15 8BU	Our Lady and St. Edward's Catholic Voluntary Academy, Nottingham, NG3 2LG
St. Alban's Catholic Primary School, Derby, DE21 6NU	Sacred Heart Catholic Voluntary Academy, Leicester, LE5 3HH	St. Augustine's Catholic Voluntary Academy, Stamford, PE9 1SR	Our Lady of Perpetual Succour Catholic Primary, a VA, Bulwell, NG6 9FN
St. Anne's Catholic Primary School, Buxton, SK17 7AN	Sacred Heart Catholic Voluntary Academy, Loughborough, LE11 2BG	St. Bernadette's Catholic Voluntary Academy, Scunthorpe, DN16 2LW	Sacred Heart Catholic Voluntary Academy, Carlton, NG4 1EQ
St. Charles' Catholic Primary School, Hadfield, SK14 7PQ	St. Charles' Catholic Primary School, Bosworth Road, Measham, DE12 7LQ	St. Hugh's Catholic Primary, a Voluntary Academy, Lincoln, LN6 0SH	St. Augustine's Catholic Voluntary Academy, Nottingham, NG2 4JS
St. Edward's Catholic Voluntary Academy, Swadlincote, DE11 0BD	St. Clare's Primary School, a Catholic Voluntary Leicester, LE67 3SF	St. Joseph's Catholic Voluntary Academy, Cleethorpes, DN35 9DL	St. Edmund Champion Catholic Primary School, a VA, West Bridgford, NG2 5ND
St. Elizabeth's Catholic Primary School, Belper, DE56 2JD	St. Francis' Catholic Primary School, Melton Mowbray, LE13 0BP	St. Mary's Catholic Primary School, Boston, PE21 9PX	St. Joseph's Catholic Voluntary Academy, Boughton, NG22 9JE
St. George's Catholic Voluntary Academy, Derby, DE23 1GG	St. John Fisher Catholic Voluntary Academy, Wigston, LE18 1QL	St. Mary's Catholic Primary School, Grantham, NG31 9AX	St. Joseph's Catholic Voluntary Academy, Shirebrook, NG20 9RP
St. John Fisher Catholic Voluntary Academy, Derby, DE24 0PA	St. Joseph's Catholic Voluntary Academy, Leicester, LE5 1HF	St. Mary's Catholic Voluntary Academy, Brigg, DN20 8BB	St. Margaret Clitherow Catholic Voluntary Academy, Nottingham, NG5 5RS
St. Joseph's Catholic Primary School, Derby, DE23 6SB	St. Joseph's Catholic Voluntary Academy, Market Harborough, LE16 9BZ	St. Mary's Catholic Voluntary Academy, Grimsby, DN32 7JX	St. Mary's Catholic Primary School, a VA, Nottingham, NG7 6FL
St. Joseph's Catholic Voluntary Academy, Matlock, DE4 3FT	St. Mary's Catholic Primary School, a CVA, Loughborough, LE11 0AX	St. Norbert's Catholic Primary School, Spalding, PE11 1NJ	St. Patrick's Catholic Primary School, a Voluntary Academy, Wilford, NG11 7AB

St. Margaret's Catholic Primary School, Gamesley, SK13 9JH	St. Patrick's Catholic Primary School, Leicester, LE4 6QN	St. Norbert's Catholic Voluntary Academy, DN17 4HL	St. Patrick's Catholic Voluntary Academy, Mansfield, NG18 3HL
St. Mary's Catholic Primary School, Derby, DE22 1AU	St. Peter's Catholic Primary School, a Voluntary Academy, Hinckley, LE10 1HJ	St. Bede's, Scunthorpe, DN16 2TF	St. Philip Neri with St. Bede Catholic Primary School, Mansfield, NG19 6AA
St. Mary's Catholic Primary School, Glossop, SK13 8NE	St. Peter's Catholic Primary School, Earl Shilton, LE9 7AW	St. Peter & St. Paul, Lincoln, LN6 7SX	St. Teresa's Catholic Primary School, a VA, Nottingham, NG8 3EP
St. Mary's Catholic Primary School, New Mills, SK12 3BW	St. Thomas More Catholic Voluntary Academy, Leicester, LE2 3TA		The Good Shepherd Catholic Voluntary Academy, Nottingham, NG5 4LT
St. Mary's Catholic Primary School, Marple Bridge, SK6 5BR	St. Winefride's Catholic Voluntary Academy, Loughborough, LE12 9AE		All Saints Catholic Voluntary Academy, Mansfield, NG19 6BW
St. Thomas' Catholic Primary School, Ilkeston, DE7 4LF	De Lisle College, Loughborough, LE11 4SQ		Christ The King Catholic Voluntary Academy, Arnold, NG5 7JZ
The Priory Catholic Voluntary Academy, Eastwood, NG16 3GT	English Martyrs' Catholic School, Leicester, LE4 0FJ		The Becket School, a Catholic Voluntary Academy, Nottingham, NG2 7QY
Blessed Robert Sutton Catholic Sports College, Burton, DE15 9SD	St. Martin's Catholic School, Stoke Golding, CV13 6HT		The Trinity Catholic School, a Voluntary Academy, Nottingham, NG8 3EZ
St. Benedict Catholic Voluntary Academy, Derby, DE22 1JD	St. Paul's Catholic School, Leicester, LE5 6HN		
St. John Houghton Catholic Voluntary Academy, Ilkeston, DE7 4HX			
St. Philip Howard Catholic Voluntary Academy, Glossop, SK13 8DR			
St. Thomas More Catholic School, Buxton, SK17 6AF			



**Schedule of Information Sessions for Staff**

**Annex 3**

<b>Date/time</b>	<b>Venue</b>
<b><i>St Ralph Sherwin CMAT</i></b>	
4.15pm Tuesday 5 <sup>th</sup> June	St Philip Howard Catholic Academy, Sunlaws Street, Glossop, SK13 8DR
4.15pm Tuesday 12 <sup>th</sup> June	St Thomas More Catholic School, Palace Fields, Buxton, SK17 6AF
4.15pm Thursday 14 <sup>th</sup> June	NRCDES Mackworth, Derby, DE22 4BD
<b><i>Our Lady of Lourdes CMAT</i></b>	
4.30pm Tuesday 5 <sup>th</sup> June	The Trinity Catholic Secondary School, Beechdale Road, Nottingham NG8 3EZ
4.30pm Thursday 7 <sup>th</sup> June	All Saints Catholic Academy, Broomhill Lane, Mansfield NG19 6BW
<b><i>St Therese of Lisieux CMAT</i></b>	
4.30pm Tuesday 12 <sup>th</sup> June	St Mary's Catholic Primary School, Sandon Road, Grantham, NG319AX
<b><i>St Thomas Aquinas CMAT</i></b>	
4pm Monday 4 <sup>th</sup> June	DeLisle College, Thorpe Hill, Loughborough, LE11 4SQ
4pm Thursday 7 <sup>th</sup> June	St John Fisher Catholic Academy, Shenley Road, Wigston LE18 3QL

