

## FAQs for staff

### What qualifications are required for teachers? What is your view of unqualified teachers in your academies?

OAT respects Teachers National Terms and Conditions and has a signed agreement with all recognised teacher unions. There is an expectation that all OAT teachers are fully qualified and that they have access to high quality CPD throughout their professional lives. However, OAT also considers that children can benefit from working with appropriately supervised adults who are able to provide a wider perspective by sharing their skills and experience.

OAT monitor the number of unqualified teachers working in our academies and where ever possible support the staff in gaining QTS

### Do you intend to keep to National pay agreements or would teachers' pay be negotiated direct?

OAT adheres to National Terms and Conditions including Burgundy book and Green book terms.

Teachers pay recommendations are reviewed and consulted upon centrally by the Trust on behalf of all schools. The Teacher pay policy is consulted annually with the Joint Consultative Committee of the teaching and support staff unions.

Support staff pay is managed in the same manner.

### Will all staff be TUPE'd across to the new academy? How will you run the process?

All staff employed by the outgoing school at the point of transfer have the right to transfer. OAT has a team of experienced specialists to support the transfer and will work with the school senior Leaders and outgoing HR team to manage the process through to successful conversion.

### Will I have to apply for my job again?

Staff do not need to apply for their job, you transfer as you are on the same Terms and Conditions.

### As an academy sponsor, do you still support PPA time for teachers?

Yes, OAT considers that teachers need to be well prepared in order to be effective teachers.

### Could teaching and support staff be transferred within the academy chain?

Staff who transfer under TUPE will work to their current terms of employment which may or may not include a mobility clause. If you do not have this clause in your contract you cannot be made to move but may wish to consider development and career progression opportunities within the OAT chain of academies.

### Will there will be any change to the current hours of contact time, 1265 hours for teachers and weekends/holidays?

The Trust follow National Terms and Conditions for working time so no.

### Some academies have extended school day and reduced the length of the summer holiday. Can we be guaranteed that this will not happen?

We have no plans to change existing arrangements. Were such plans envisaged, they would be consulted upon with recognised trade unions as would be the case in any school.

### Will maternity rights be protected under TUPE?

Yes, the terms in your individual contract of employment/maternity pay policy will transfer.

**Will existing staff transfer to the academy on existing terms and conditions?**

Yes

**For staff who TUPE across, how long do the terms and conditions remain the same?**

There is no defined time limit for TUPE protection. It is not OAT's intention to alter any terms and conditions unless by joint agreement with staff.

**Would pay bands remain the same?**

Yes, unless for example the Governing Body decided upon a staffing restructure. This would be at the best of the Governing Body not the OAT Board.

**Regarding pensions: do you continue to contribute the same % employers' contribution to the pensions scheme?**

There will be no change for staff who have a Teacher's pension or a Local Government Pension scheme as Ormiston has Admitted Body status.

**I have opted out of the pension scheme will I have to be opted back in again?**

As OAT, will be the new employer they will be required to opt everyone who qualifies and isn't currently in the scheme into the pension, this is called auto enrollment, you will however have the option to re consider and opt out is you wish.

**Will my tax code be affected?**

As you transfer you will be joining a new employer and move to their corresponding tax code, all staff will receive a letter with the details, there is no effect on pay but you will have a new number in case you need to contact HMRC.