

2 April 2020

Dear Staff

We hope that you are all well and safe at this difficult time.

We previously wrote to inform you that the due diligence process related to the merger with HISP had been completed and we were about to begin the TUPE process including organising meetings with staff. We have delayed this for two weeks due to the disruption to us all.

While we realise that this process is best done through face to face meetings, this is of course not possible at this present time. It is vital for the schools to complete the merger so that they are in a secure position going forward. We note the joint union statement on not proceeding with 're-organisation, redundancy or academy conversion' but feel the merger does not fall into this category with no re-organisation involved. You will see from the letter that there will be no changes to your job situation.

We are therefore beginning the TUPE process. We attach the letter explaining the measures. If you have any questions, then please email them to the address given on the letter. The letter will also be sent to all recognised unions.

We realise that the TUPE process is not being conducted in the conventional way, but we will make every effort to answer all questions and work with staff and unions if there are any issues. We believe that securing the merger as soon as possible is in the best interest of children and staff and therefore we need to bring certainty at this most uncertain of times.

We are still working to a deadline of the 1st of June. To bridge the gap between some members of the central team leaving and the merger being completed we are putting in place a Service Level Agreement to ensure HISP can provide the necessary support prior to completing the merger.

Yours sincerely

Pete Hutchings  
Chair of Trustees, PPAT