

7 May 2020

Dear Staff

Thank you for your continuing commitment to providing the very best to our children in these difficult and challenging times. I am writing to update you with regard to the transfer of PPAT to HISP Trust.

You will know from letters sent on 2nd April 2020, that the plan is for PPAT to join HISP and for all PPAT staff to transfer employment to HISP on 1st June 2020. From conversations with some staff representatives in recent days, Trustees recognise the importance of ensuring staff have adequate opportunity and means (current government restrictions notwithstanding) to communicate with and engage through their union representatives as part of the TUPE Transfer consultation.

With this in mind, PPAT Trustees and the HISP leadership have agreed to extend consultation. To facilitate this, over the three-week period commencing Monday 11 May and ending on Friday 29 May, we will work with you to provide every reasonable means and additional opportunity to ask questions of the Trustees and/or the HISP leadership, consult with union representatives and consult amongst yourselves.

We understand that staff are working on a 3-week rotation. Where needed we will facilitate access to technology you need to take part in discussions whilst following social distancing guidelines (for example Zoom). If you do not have appropriate technology to do this from home or prefer to do this in school, facilities will be available to you the week that you are in school. If you feel it necessary to visit school to take advantage of this earlier than your designated week, then that would be allowed. Where needed, we are also happy to facilitate virtual meetings between staff and union representatives.

In addition, we have created a dedicated page on the Trust website to share relevant material relating to the TUPE transfer and PPAT joining HISP. This includes Q&As, letters and contact details for you to raise questions and clarifications to Trustees and/or HISP. Access this information at [www.portswoodtrust.org.uk/about-us/joining-hisp/](http://www.portswoodtrust.org.uk/about-us/joining-hisp/). You are strongly encourage to review the information posted there.

Extending consultation has a direct impact on our planned 1st June 2020 transfer date. To accommodate this extension the proposed date for transfer to HISP is now **1st July 2020**.

Best wishes

Pete Hutchings  
Chair of Trustees, PPAT