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All Staff
Sent via email

9 June 2020

Dear Staff Member

TUPE Consultation in relation to the transfer of Portswood Primary Academy Trust to HISP Academy Trust

Further to our letter of 2 April 2020, we have engaged in consultation with trade union representatives from Unison, GMB, Unite, NEU, NAHT, ASCL, Voice and NASUWT.

Responding to comments from your representatives we made the following amendment to proposals:

- The TUPE transfer date has moved from 1 June 2020 to 1 July 2020 to allow extra time for meaningful consultation with members & their representatives.

We now confirm that the consultation is complete and we anticipate that the transfer will take place without any further modification on 1 July 2020. Please let us know if you have any remaining queries or concerns about the transfer. We are available to discuss transfer with you on an individual basis should you need additional clarifications. Equally, you are free to contact your trade union representative.

Your employment will be continuous and all accrued employment rights will be carried forward to HISP and they have confirmed that they will recognise any continuous service in a new role within the Trust.

All employees of the school at the time of transfer will automatically transfer from the employment of PPAT to HISP and employment will transfer on the same terms and conditions as currently exist with the school. Transferring employees are not entitled to any redundancy or severance pay as a result of the transfer.

We will, of course, confirm once the TUPE transfer has happened after 1 July 2020.

Yours sincerely

Pete Hutchings
Chair of Trustees
Portswood Primary Academy Trust

P.S. Q&A information about the transfer is still available on the PPAT website here:
<http://www.portswoodtrust.org.uk/about-us/joining-hisp/>