



Policy

Redundancy

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To be reviewed: 2021-22





Our Mission

The school communities of The Bishop Wheeler Catholic Academy Trust will work together in truth and love to provide the best possible opportunities for all our young people and their families.

Our mission is the provision, development and future safeguarding of a World Class Catholic Education where every child, member of staff and family matters

The schools, their governors and the trust directors will work together, based on the principle of subsidiarity, in faithfulness and humility, to provide an education where Christ and His values of respect, service, tolerance, dignity and forgiveness are at the heart of everything we do.

This policy was adopted by the Trust Board

Signature:

Mrs C Hyde
Chair of Trust Board

Date:

5 December 2018

BISHOP WHEELER CATHOLIC ACADEMY TRUST

MANAGING SMALL-SCALE STAFF REDUCTIONS

Staff are the most valuable asset of the Bishop Wheeler Catholic Academy Trust. Our Headteachers and Governors will do everything they can to avoid making any member of staff redundant, however school budgets may not always be able to sustain existing staff complements. The Trust will ensure ACAS guidance for small scale redundancies of less than twenty staff is followed when implementing staff reductions in all of our schools.

Alternative budget savings

All possible alternatives will be considered before making the decision that the staffing complement will need to be reduced. We will talk, and listen, to our staff. Alternative options, that our Headteachers and Governors have not identified, may come to light and will be considered.

Selection of staff at risk of redundancy

Should it be necessary to go ahead with a managing staff reduction process, a clear, fair and objective selection criteria, to support the future priorities of the school, will be established.

Consultation with staff at risk

We will hold individual, private meetings with every member of staff at risk. In addition, we may also hold group meetings. Should they wish to, affected staff will have the right to be accompanied by a friend, colleague or trade union representative.

Discrimination

We will ensure that staff are not discriminated against owing to any protected characteristics in discrimination, including their age, disability, gender, pregnancy or maternity situation, race, sexual orientation or religious belief.

Redundancy notice and pay

Individual meetings will be held to explain and confirm decisions, enabling the member of staff to be fully informed and ask any questions. The outcome of the meeting will be confirmed in writing. The member of staff will have the right to be accompanied by a friend, colleague or trade union representative. Affected staff will be given reasonable time off during working hours to attend interviews, visit job centres or recruitment agencies or make arrangements for training.

Alternative employment within the Trust

Any suitable redeployment opportunities within the Trust will always be considered as a priority for affected staff. It is in everyone's interest to retain our valued and skilled staff. Any suitable roles will be offered as early as possible within the notice period. A 4-week trial period may apply.

The right to appeal

As good practice, we will offer affected staff the right to appeal. Requests for an appeal hearing must be made in writing to the Headteacher within five working days of receipt of the letter confirming dismissal. An independent panel of Governors will hear appeals.

 The 10 schools in our Trust:

St. Mary's Menston, a Catholic Voluntary Academy
St. Joseph's Catholic Primary School Otley, a Voluntary Academy
Ss Peter and Paul Catholic Primary School, a Voluntary Academy
Sacred Heart Catholic Primary School Ilkley, a Voluntary Academy
St Mary's Horsforth Catholic Voluntary Academy
St. Joseph's Catholic Primary School Pudsey, a Voluntary Academy
St Joseph's Catholic Primary School Harrogate, a Voluntary Academy
St Mary's Catholic Primary School Knaresborough, a Voluntary Academy
St. Stephen's Catholic Primary School and Nursery, a Voluntary Academy
Holy Name Catholic Voluntary Academy



The Bishop Wheeler Catholic Academy Trust

The Bishop Wheeler Catholic Academy Trust is a charity and a company limited by guarantee, registered in England and Wales

Company Number: 8399801

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Chair of the
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Vice Chair of the
Trust Board: Mrs D Gaskin