

Bury CE High School
Academy Conversion consultation
Questions and answers

No.	Question	Question group	Response
1	Just wondering will it affect my pension and how will it affect pay increases.	HR	The Bishop Fraser Trust (TBFT) has confirmed it is a member of the Greater Manchester Pension Fund for support staff/non teaching staff which is the same pension scheme. TBFT has confirmed it adheres to the Green Book for support staff/non teaching staff which covers the NJC pay scales.
2	I am wondering if the year 6 SEN transition process will be done differently in the future. I have long since prepared for SEN year 6 pupils but have not been involved when the year 6's EHCP Annual Review is held in their last year. It makes sense to me that if I prepare the Pupil Passports, Year 6 register and lead the transition visits and work with the pupils when they join in year 7, that I attend the final Review held in High School. If transition process does not change, I will still like to put this forward.	Transition	Transition arrangements will continue to be dealt with on an individual school basis and for the needs of the child.
3	I would like to ask what would happen to our continuous service? In September I will have 25 years with the Local Authority and I was wondering if this would be carried forward or if we will be starting new contracts?	HR	Under TUPE employees transferring to TBFT will carry across their continuous service, there will not be a break.
4	What will happen to our pensions?	HR	TBFT has confirmed it is a member of the Greater Manchester Pension Fund for support staff/non teaching staff which is the same pension scheme.
5	Will the employer contributions be the same?	HR	TBFT has confirmed it is a member of the Greater Manchester Pension Fund for support staff /non teaching staff which is the same pension scheme. TBFT has confirmed it adheres to the Teachers Pension Scheme . Contribution rates are set by the scheme.
6	If a member of staff can't find their employment contract, can they obtain a copy? If so, who from, the school or LA?	HR	This will depend on whether the LA/School hold a copy, as over time record keeping will have changed. An initial request can be made to the school HR Manager to check school records and a decision made after this about how to resolve an individual situation if nothing is held on file. It is hoped in most circumstances, a copy of the contract/statement of main terms will be held on file.
7	Why do we not join a Bury group, so our Local Authority is the same and has the same outcomes and processes?	Transition	We are a Church of England school and want to be part of a Church of England Trust that has a number of secondary schools within it in order to get the collaboration required to grow as a school community.
8	What are the figures per pupil head now and the proposed figure per pupil head if we join the group?	Financial	The school will continue to be funded through the national funding formula which is determined at national level.
9	Right to redundancy is a concern	HR	Under TUPE employees transferring to TBFT will carry across their continuous service, there will not be a break. Any redundancy situation payment would be based on original continuous service dates.
10	Will the right to be consulted be taken from staff?	HR	Consultation meetings will be held as part of TUPE. If this question refers to future changes which can happen with any employment situation, consultation will take place as it normally would between employers and Trade Union/Employees.

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11	Will Bury Church be in a better position financially or not?	Financial	The aim of being part of a Trust is to direct more resources to teaching and learning and opportunities for students. We will work closely with the Central Team at TBFT to get better value for money (e.g. utilities, training, bulk purchasing) if the Governors vote to become part of TBFT.
12	Will staff be consulted on job role changes?	HR	Consultation meetings will be held as part of TUPE. If this question refers to future changes for job roles which can happen with any employment situation, consultation will take place as it normally would.
13	How will the curriculum choices change?	Curriculum	The curriculum will always be set by the school. This is was key factor in us looking at TBFT and other Trusts.
14	What is the transition timing? How long will it be until Bury Church is officially part of the academy?	Conversion	It will be the intention to join the Trust in January 2022 dependent on the Governors decision, the due diligence process and TUPE.
15	Is the Trust looking to to invite primary schools too? or will it just be secondary schools?	Conversion	TBFT already has a primary school and has a desire to grow the primary sector in the future.
16	Will the Trust move teachers between Trust schools without the usual teacher notice period?	HR/BFT	Teachers who join the Trust on TBFT contracts may be required to work at any school within the MAT, however they will normally be based at the school where they have applied to work. Existing staff at Bury CE High School who will transfer under TUPE will work at their current school.
17	Are there any disadvantages to joining the trust and becoming an academy?	Conversion	Joining a Trust is irreversible. This can be seen as a disadvantage as we would not be able to revert to being a Voluntary Aided school.
18	Will the children be expected to do any classes/activities at other schools within the Trust?	School life	Pupils will not need to move for the curriculum as a compulsory measure. However, there may be opportunities should pupils wish to attend events at other schools within the Trust, on an entirely voluntary basis.
19	Have you seen an improvement in performance in the schools that are in the Trust in the last 3 years?	Conversion	There has been an improvement in performance at Bolton St. Catherines. The other two schools in the Trust remain as 'outstanding' schools.
20	Will there be any changes to the pay and terms and conditions for Bury Church staff?	HR	TBFT has confirmed it is a member of the Greater Manchester Pension Fund for support staff /non teaching staff which is the same pension scheme. TBFT has confirmed it adheres to the Green Book for support staff/non teaching staff which covers the NJC pay scales. TBFT has confirmed it adheres to the Teachers Pension Scheme and the STPCD/Burgundy book.
21	What are the national and international networks that the School will be able to access?	School life	We will continue to work with Diocese on established links and continue to be part of the family of Woodard schools. As a group of schools within the Trust we will continue to grow new links as a collective and we at Bury CE High School will bring our expertise to this area of school life.
22	Are you looking to extend Bury Church to make it bigger? Bury Church is a family, small school. I worry about it becoming too big!	Conversion	We cannot expand much further on our current site or buildings set up. There are no plans to move the site but there is potential to improve the buildings which may lead to a small increase on pupil admission numbers. The Pupil Admission Number (PAN) will always be based on the schools physical dimension and facilities.

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23	Will joining the Trust have any impact on SEN provision?	School life	Yes it will, because of the CPD for staff on teaching and learning and the implementation of new Quality Assurance systems as well as the collaborative network of SENCo's across the Trust to share best practice.
24	Is moving to academy status likely to lead to current staff leaving? If so how will this affect current Year 10 pupils who have already missed lots of learning before their exams?	Conversion	Under TUPE all staff will transfer across to TBFT if Governors agree to convert. Any natural turnover will continue to be managed by Bury CE High School to avoid as much disruption as possible to our pupils.
25	Will there be any additional sporting opportunities/facilities for the children as a result of joining the MAT?	School life	As part of the vision for the Trust, collaborative events for our pupils will be developed.
26	Who are the Trustees?	Conversion	Please use this link to TBFT for information about the Trustees
27	Are there any plans to merge any of the schools?	Conversion	No. Each school will remain as a unique identity. Please use this link to TBFT for information about each school within the Trust.
28	Will the Trust improve SEN and add extra support for the kids?	School life	Yes it will, because of the CPD for staff on teaching and learning and the implementation of new Quality Assurance systems as well as the collaborative network of SENCo's across the Trust to share best practice.
29	Having a child in Year 7 who enjoys Art and wants to pursue a career in this area, will being part of an academy offer more opportunities?	School life	As part of the vision for the Trust, collaborative events for our pupils will be developed. There will also be access to a 6th form within the Trust that was a Performing Arts college, which has an infrastructure to cater for pupils who want to do Creative Arts, post 16.
30	Should the CIF funding be successful, is there any particular areas in the school buildings that you would look to improve first?	Conversion	Yes, we have series of proposed plans and we will be able to update on this if we were to be successful on a Conditions Improvement Fund (CIF).
31	Are your plans to make Bury Church bigger? Bury Church is a small friendly school and one of the reasons I chose it for my child.	Conversion	We cannot expand much further on our current site or building set up. There are no plans to move the site but there is potential to improve the buildings which may lead to a small increase on pupil admission numbers. The Pupil Admission Numbers (PAN) will also be based on the schools physical dimension and facilities.
32	You mentioned due diligence - has this already taken place by the Trust and if so will we as parents get to see the outcome and any recommendations?	Conversion	Due diligence is a two way process between the Governors of BCHS and the Trust, the information of which will be held at Governor level and remain confidential.
33	Will the current Year 10 pupils benefit from the move? I feel that they have had limited opportunities for trips/work or other experiences so far and this would be great for them.	School life	This will all depend on the date of conversion. However, we are already working collaboratively with the Trusts teaching school, bringing best practice to BCHS. We desperately hope to see the return of trips and external events in the near future, COVID dependent.
34	Do you expect teaching standards to improve if we become part of the Trust?	Conversion	Yes, through collaborative working at all levels and the sharing of best practice and expertise.

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35	There doesn't seem to be a lot of faith/worship at Bury Church - will this change?	School life	There have been some enforced restrictions due to COVID in the last year or so however, our last SIAMS inspection reported this was an area of excellence and we are desperate to bring back the culture and ethos embedded into the school to bring back our 'let your light shine' ethos through assemblies and collective acts of worship.
36	Do you have plans to make Bury Church bigger?	Conversion	We cannot expand much further on our current site or building set up. There are no plans to move the site but there is potential to improve the buildings which may lead to a small increase on pupil admission numbers. The Pupil Admission Numbers(PAN) will always be based on the schools physical dimension and facilities.
37	Can the Trust help arrange testing to support kids as our current primary school keep saying they are unable to get funding currently and is this something the Trust offer funding towards?	School life	This isn't something we are in a position to answer at this time but conversations are taking place with the Trust about how support can be improved.
38	We didn't want our child to attend St James, but this seems to be a chosen influence for Bury Church going forward. How much say do we have as parents?	Conversion	St James is a school within the Trust. Each school maintains its own identity which is why a Trust like TBFT was attractive to Governors at BCHS when considering academy conversion. Please be reassured that pupils will remain at BCHS and will not be required to attend other schools.
39	You have strong link with Holy Cross currently. Will this no longer be the case?	School life	We will continue our links with Holy Cross as we have always worked closely with higher educational establishments as part of the Bury family of schools. Many of our pupils will continue to transition to Holy Cross and we want to continue our excellent relationships with this college.
40	Is joining the academy dependent on the CIF bid being successful?	Conversion	No, a CIF bid is only available if we join an academy.
41	We understand that some form of consultation for parents had taken place but do not have the details. What form did this event take, how were parents invited, who do present the other side of the argument?	Conversion	A letter of response was emailed to the Trade Unions on Tuesday 15 June 2021 in response to the joint unions letter.
42	Can we have a copy of the Governors minutes which discuss the advantages and disadvantages of academisation so that we can understand the decision made to seek academisation?	Conversion	A document was sent to all staff on the 13th May 2021.
43	Does our Governing Body have the necessary culture of challenge and eye for detail needed to take on these changes?	Conversion	Governors have in place a team with wide experience of leadership in both the public and private sectors. We have members with a wide working knowledge and experience in change management skills and educational issues. Governors are confident they have, collectively, the ability to work effectively with unions and their respective members to enable them to jointly meet all the challenges.
44	Can we have a copy of the Governors minutes or research completed which discuss the different MATs considered and why others were rejected and TBFT accepted as the preferred MAT?	Conversion	A document was sent to all staff on the 13th May 2021.
45	What powers, responsibilities and accountabilities will Bury Church have after the changes?	Conversion	The Headteacher will continue to have existing powers as Headteacher but will have a direct line manager from within the Trust which will be the CEO. The school will have more autonomy the more successful it is and more intervention will be required if not successful.
46	What are the start up costs faced by the school if we join a MAT	Conversion	There are a range of costs e.g. legal, land registry etc. However, the Government provide a grant of £25,000 to support the expenditure incurred by schools wishing to convert to academy status.

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47	We have heard the benefits of joining TBFT from the Chair of Governors and CEO of TBFT but what are the disadvantages?	Conversion	Joining a Trust is irreversible. This can be seen as a disadvantage as we would not be able to revert to being a Voluntary Aided school.
48	What is included in the 'due diligence' investigations and reports?	Conversion	Finance, HR, Land, Buildings, Teaching and Learning, Leadership and Management, Governance. This list is not exhaustive and the school will be supported through the legal processes by Browne Jacobson, solicitors.
49	This is the first time a non-sponsored school has joined TBFT MAT - what protocols are in place to ensure a smooth transition	Conversion	The school will be supported by Browne Jacobson, solicitors, throughout the process. Regular meetings will take place with relevant parties from both BCHS and TBFT.
50	Who will own the school grounds and be responsible for its maintenance? Will finance raised from them be ring-fenced for BCHS?	Conversion	The title will transfer to the Trust. The revenue and income generated from lettings at the school site will go directly back into BCHS.
51	What happens if post-academisation, the Governors of the school don't agree with the direction the Trust is going?	Conversion	The process is irreversible for academisation. Nationally, some schools have left existing MAT's to join other MATs.
52	What concrete examples can be given of how joining TBFT will improve the educational experience of our pupils, the outcomes of students and the conditions for staff?	Conversion	<p>For our students we believe the quality of teaching and learning will continue to improve. One example was how TBFT worked together during the pandemic. Schools were able to collaboratively develop a strategy for online learning. Experts in one school delivered training to staff across all schools, thus seeing rapid uptake of online learning. The Trust runs subject hubs for the Heads of Departments across all of its schools - these are calendar meetings where leaders can share how they are ensuring teaching and learning is of high quality and share their best practice. These meetings are online to save staff time travelling. For our young people, we also aim to have a Trust charter that the Trust will commit to which goes beyond education based on exam results. The Trust started this before the pandemic. An example was when the Halle Orchestra was invited to the Trust and they performed to mixed groups of our children. The Trust aims to further develop the arts and cultural experiences for its children. Another example, the Trust are currently working on a forest school in one of its schools that would be available to all schools. There is so much the Trust believes it can achieve and share, being stronger together. The Trust also have a school improvement arm in the Trust - Train:Teach:Lead Partnership (previously St. James's Teaching School). The Trust trains graduates to become teachers, it offers fantastic CPD and provides National Professional Qualifications (NPQ) for leaders (and potential leaders) at all levels. Here, schools can ask for help, for example, if there is a new, inexperienced Head of Department in Geography, the Trust would buddy them up with an experienced Head of Department in another school (with an excellent track record) and provide high quality coaching or mentoring. The Trust has been successful in securing £7.5 million from the Conditions Improvement Fund Grant, which has significantly improved the learning environments for all. The CEO believes this is a significant area of development at BCHS. The above are just a few examples provided by the CEO at TBFT...</p>

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53	How would the Academy operate differently than a Voluntary Aided school? Are there available policy documents for land and buildings, curriculum, teaching & learning, employment, grievance, redundancy, HR and payroll, funding, governance, liaison with the Local Authority?	Conversion	As Governors of a voluntary aided school, it has been down to Governors to choose what policies to adopt. A Voluntary Aided school does not automatically have to adopt Local Authority policies. A MAT sets its own policies through its own consultation mechanism. Policies may be a measure provided by TBFT if Governors opt to join the Trust and will form part of the TUPE process. Policies from TBFT can be viewed on the website as confirmed by their CEO.
54	What evidence do TBFT have that demonstrates that you made a difference in other schools?	Conversion	One of the Trusts schools is a sponsored academy - this means it was performing below 'good' when it joined us. It had a deficit budget, poor teacher recruitment and Teaching and Learning that was deemed to 'require improvement'. The Trust has worked very hard to help the school improve. Under new leadership and through work in the Trust they have addressed all of these areas and hope that when future Ofsted inspections begin again, this celebration of improvement will be evident.
55	What will happen if the school does not improve as part of the MAT?	Conversion	Normal school improvement measures would be undertaken from Ofsted and the Trust.
56	The CEO said in her presentation 'where there is underachievement, this will be addressed' How?	Conversion	The Trust has excellent and supportive teacher appraisal policy and practice. They are aware that policy and implementation hasn't been a strength at BCHS. Where teachers struggle with their practice the Trust will help – the CEO previously mentioning the vast experience of its 'school to school' work through the legacy Teaching School, now known as the Train:Teach:Lead Partnership (TTLP).The Trust believes that robust and fair quality assurance processes on the quality of Teaching & Learning need to be implemented in BCHS. This has been a historical weakness and is being addressed under the new leadership. In addition, the Trust has excellent school based weekly CPD to promote excellent Teaching and Learning and this is something the Trust would strongly encourage BCHS to look at. All teachers come into the profession to make a difference in childrens lives but like all professions, if teachers are not nurtured and developed they can become stale in their practice. The Trust aims to be the Trust of choice for children, parents/carers and staff and to do that it has to deliver on high quality systems and practice to ensure that underachievement is something that all work towards eradicating. Children have only one chance at their secondary education and we have an obligation to ensure they experience high quality education that leads on to 'life in all its fullness'.
57	Do MATs get Ofsted inspections in the same way as Local Authorities i.e. what happens to our school if the Trust is deemed inadequate?	Conversion	Yes, MAT's are inspected.

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58	What services are provided by the MAT from the 3.5% top slice? How do these services compare to the provision from the Local Authority de-delegated budget?	Conversion	The Trust operates a highly professional central service in finance and HR. The Trust has school based staff as part of this team. Headteachers come together every two weeks to discuss with the CEO what they want to develop both at school and Trust level. For example, funding from Trust central reserves will cover the new Power BI system for pastoral developments with all three pastoral leads working with experts to devise a programme that can help teachers identify pupil underperformance and monitor the impact of interventions. Where the LA provides a better service, the Trust can still use the LA. For example, payroll is with Bolton Council. The Trust has made significant savings on procurement as the power to bargain is greatly increased as a result of the numbers it deals with. The Trust is committed to high quality, best value procurement. The Trust CEO also meets fortnightly with each Headteacher individually to support on school specific matters. We aim to reduce Headteacher workload by taking away some of the tasks that take their attention away from Teaching & Learning. The work of the Trust CEO and executive team provide support and challenge to Headteachers to drive up standards and also source additional funds e.g. from the DfE, environmental bids, CIF (building improvements) etc. The Trust researches and prepares bids. The CEO is a member of a number of organisations which identify best practice and innovation and this is cascaded down to the relevant parties in the Trust - this enables the Trust to be forward thinking and proactive. The Trust strongly believes it operates great value for money.
59	What services would still need to be provided by the Local Authority after conversion and how are these funded?	Conversion	None of the services we currently buy back from the Local Authority have to be provided by the Local Authority. What the school chooses to buy back will be determined in the first instance by the Trust's purchasing arrangements and then those items left to the discretion of the school will be bought back in consultation with the Governors. Services that may beneficially be bought back from the Local Authority include, waste collection, school data for comparison.
60	How will we access Educational Support High Needs funding, school buses etc.?	Conversion	As you do now. This is from the LA/GM transport.
61	How does your school improvement service operate? Do the schools in your academy Trust pay additionally for school improvement?	Conversion	No, the Trust schools do not pay extra for support, unless the Trust CEO and the Headteacher have agreed that expertise does not lie within the Trust and there is a need to bring in an outside consultant. The Trust CEO also works closely with the Regional Schools' Commissioner's office to secure funding for any of its schools that need significant support.
62	How does TBFT identify priorities for each school separately?	Conversion	The Headteacher in collaboration with the Trust CEO (the Trust's strategic plan) identifies priorities that are agreed by the LGB. Trustees have a strategic overview on this across the Trust.
63	How will TBFT support the leadership of our school?	Conversion	The Trust CEO as an NLE has been working with the Headteacher and some of the senior staff for some time. BCHS SLT will be supported within the Trust through professional development opportunities, sharing expertise across the Trust and some coaching opportunities, depending on need. The SLT of all schools also have regular calendared meetings, for example, all curriculum deputies will meet to share their curriculum plans.

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64	How will these changes influence, impact on and improve our levels of achievement and the quality of teaching and learning?	Conversion	This is one area that has been highlighted as a real strength of Trust work, especially through the pandemic when school leadership teams required intensive support to deal with the unprecedented pressure of COVID. Headteachers have been very clear that being in a collaborative Trust gave them the confidence to make difficult decisions and feel supported. The Trust CEO aims to take pressure off Headteachers where ever possible.
65	What are the safeguards for vulnerable students?	School Life	The school will continue to use our established Safeguarding measures and procedures and continue to follow the Keeping Children Safe in Education requirements.
66	What is the provision for SEND students?	School Life	The school will continue to develop its own provision as each school in the Trust has a SENCo responsible for the SEND pupils in their school. Each pupil has their own needs and therefore schools have a responsibility to provide a bespoke provision for the learners in their care.
67	Who would be responsible for deciding if a pupil needed an Education, Health and Care Plan?	School Life	The schools own SENCo in consultation with senior leaders and would go through the existing processes.
68	Will TBFT continue with the pension schemes currently in place for all staff?	HR	TBFT has confirmed it is a member of the Greater Manchester Pension Fund for support staff/non teaching staff which is the same pension scheme as BCHS. TBFT has also confirmed it adheres to the Teachers Pension Scheme.
69	Can the Governing Body confirm that all negotiated polices (those agreed with Unions) will transfer with us into the MAT? This means that the school will use the Bury Policies rather than school policies that had been put in place without union or staff negotiation (in breach of TURA)	HR/BFT	At this stage the Governing Body cannot confirm this as policies may be a measure declared by TBFT. This will form part of consultation underTUPE if the Governing Body vote to join the BFT.
70	What will be the impact of a centralised structure within the MAT on admin and support staff within the school?	HR/BFT	At present TBFT has confirmed it has a central Finance and HR team. If Governors vote to join TBFT - as part of TUPE, any affected staff will be consulted as TBFT would be required to declare this as a measure.
71	What would be the impact of academisation on current staff and new staff joining the school following coversion, will they have the same terms and conditions?	HR	TBFT has confirmed it is a member of the Greater Manchester Pension Fund for support staff/non teaching staff which is the same pension scheme. TBFT has confirmed it adheres to the Green Book for support staff/non teaching staff which covers the NJC pay scales. TBFT has confirmed it adheres to the Teachers Pension Scheme and the STPCD/Burgundy book. If an employee obtains a new role within TBFT, a TBFT contract would be issued.
72	In the presentaion by the CEO 'equality across the board' was mentioned. What does this mean? Could BCHS staffing pay and structures be changed to fall into line with the MAT? Will the term 'no detriment' be considered as part of this equality review?	Conversion	Yes, potentially as the Trust wishes to ensure equality for all employees. However, we cannot at this stage confirm anything further as we are in the process of due diligence. Any proposals would be discussed as part of consultation under TUPE and cited as a measure. The school follows the Green and Burgundy book and STPCD.

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73	In the 'Scheme of Delegation' which policies are decided by the MAT and which by the school?	Conversion	Uncertain which Scheme of Delegation this question refers to but policies may be a measure declared by TBFT. This will form part of consultation under TUPE if the Governing Body vote to join TBFT in relation to employment policies. Please confirm which scheme of delegation, if a further response required.
74	Would part time working hours/days have to be renegotiated or would these continue <i>as is</i> ?	HR	Under TUPE, existing part time staff would transfer on their existing contractual hours.
75	In the 'Scheme of Delegation' it says that policies will be negotiated with unions ' <i>where appropriate</i> ' what does this mean?	Conversion	We would need to see which Scheme of Delegation you are referring to for this answer.
76	As part of the TURA and TUPE all BCHS policies and contracts will be retained. How long after conversion will policies be reviewed and which policies will be considered first?	HR/BFT	At this stage the Board of Governors cannot confirm this as policies may be a measure declared by TBFT. This will form part of consultation under TUPE if the Governing Body vote to join the BFT.
77	The CEO of TBFT said in her presentation that excellent Continuing Professional Development (CPD) will be offered. Could a list be provided to demonstrate the kind of CPD engaged in over the last 3 years?	Conversion	Yes, the Trust will send over both a leadership development programme for teachers/leaders. At school level, the Trusts schools operate a weekly CPD calendar – this is not dictated by the Trust but by the priorities identified on the Headteacher development plan and school CPD programme. The Trust also do shared Trust training, e.g. Team Teach, middle leader development, etc.
78	Can the Governing Body confirm that they intend to keep all facilities time for Trade Union support to ensure employment rights and responsibilities best practice is upheld?	HR/BFT	If the Governors vote to join TBFT , facilities time and arrangements will be discussed as part of TUPE with the Trade Unions. TBFT currently has a TU recognition agreement with ASCL, NAHT, NASUWT, NEU , UNISON and GMB. TBFT has confirmed they do not pay into facilities time but they do pay for any hours required for Unions to be present at meetings for TBFT work at £52.50 per hour. The payment is not made for TU' reps attending meetings to represent members. Where representatives are unwilling to attend meetings in schools hours to represent members, TBFT have advised they work as collobarritevly as possible to try and accomodate meetings after school. TBFT recognition agreement has been shared with schools representatives on 30.03.21. The Trade Union Voice can make a request to become a part of TBFT TU recognition.
79	I was wondering if the redundancy, post 55 years of age will be affected, (55+ redundancy entitles the person to pension contributions until they reach state penson age.) Teachers retire at 55 but non-teaching staff are expected to work until retirement age, so any changes to non teaching staff rights is my concern.	HR	TBFT has confirmed it is a member of the Greater Manchester Pension Fund for support staff/non teaching staff which is the same pension scheme.