

Transfer of employees to the Trust, provisionally known as The De Curci Trust, from Springfield School, Portsmouth City Council CONSULTATION ON PROPOSED CHANGES

Further to feedback already received, the Trust would like to clarify further the proposed measures/changes:

Measures

You will be based at Springfield School; however, as you will be appointed to the Trust you may be required to work in any of The De Curci Trust's academies or in any of the schools/academies that the Trust is supporting as reasonably directed by the CEO.

The Trust qualifies 'reasonably' as:

- within a role commensurate with the member of staff's skills and experience and/or where appropriate professional development and/or induction is provided
- within a school/academy that is within a realistic and commutable distance from the 'base' school/academy and/or the member of staff's permanent home, taking into account any significant transport limitations
- within any school/academy within/supported by the Trust by mutual agreement
- with a process in place for a related difference of opinion to be reviewed by a panel of Trustees

A requirement to teach 'period 6' / 'after school' session where it is used for scheduled lessons as part of pupils' core timetabled curriculum (within the context of directed time).

For clarification, there is no current plan to extend formally the timetabled school day within the academies in the Trust – this would require a separate consultation as well as significant funding. However, the Trust recognises that there will be some occasions that specific lessons may be required outside of the 'regular' school day; there are examples of this in practice already. In these circumstances the Trust believes it is reasonable to require teaching staff to teach this period provided that:

- overall contact time for teachers is consistent and equitable within the context of each school/academy
- directed time is recognised, with 'equivalent non-contact time' protected within the working day, if applicable
- PPA time (as defined within the STPCD) is safeguarded

There may be circumstances where support staff will be required to support/service these lessons. These will be determined on an individual basis.

31/01/2017