



INFORMATION SHEET: STAFF

- The SAND Multi Academy Trust (SAND MAT) will be your employer instead of the Local Authority. Existing staff will transfer to the Trust under TUPE (Transfer of Undertakings Protection of Employment) regulations. The terms and conditions of staff, current pay and terms and conditions, are protected on transfer by TUPE regulations. Academies do have the freedom to vary terms and conditions from national ones in the future, but not as a result of the transfer itself.
- Belmont and the SAND MAT want to remain the employer of 'choice' and to attract and retain the best staff members. Valuing staff and high quality CPD is a shared value of the MAT and Belmont.
- Teachers working in an academy fall within the scope of the Teachers' Pension Scheme (TPS), and Non-teaching staff the Local Government Pension Scheme (LGPS) just as if they were employed in a Local Authority maintained school. Employees will pay the same rate as present under both schemes, subject to any nationally imposed changes.
- Each school will retain its own unique identity and distinctive characteristics, and the daily life of the schools will be run, by a Head of school with a local advisory board. Partnership activities around teaching and learning, curriculum enrichment, staff development, joint training, guidance and support for children and young people will all continue and grow.
- Benefits include wider sharing of expertise and sharing of inquiry led practice, enhanced career progression opportunities within the Trust, and opportunities to develop expertise across a wider field of SEN.
- The day-to-day responsibility for delivery of the curriculum, teaching and learning, and classroom management would remain with the Head of each school, supported by the other school leaders.
- Existing staff will continue to be based in the same school unless they wish to apply for and are appointed to a new position or trust-wide role. As now, and increasingly there could be more opportunities to work collaboratively for staff who wish to.
- Individual schools will be led by their Head of school and a local advisory board (including parent representatives) and supported and held accountable by the Trust Board. The Trust Board and CEO will steer the strategic vision of the SAND Trust.
- As now, Heads of school will work closely together to agree shared approaches which will benefit teaching and learning, led by the Chief Executive Officer who will have strategic responsibility across the MAT.
- The most important differences concern governance and accountability. Multi-academy trusts are governed by Boards of Trustees who are chosen for their relevant skills and experience, their willingness to commit time to the role (they are unpaid), and their ability to both challenge and support the work of the schools.

- Schools will have high levels of autonomy as they do under Local Authority control, but the funding will come ‘through’ the MAT under a ‘Master Funding Agreement’ between the MAT and the DfE. The MAT Board will agree the school budgets, and there is a scheme of financial delegation which sets out what spending decisions the school can take. Each Local advisory board is accountable to the Board of Trustees for standards and outcomes for pupils in its designated school and the MAT Board can intervene to support and challenge the advisory board if there are concerns about the school.
- In the same way that every school has to have a Head, The SAND MAT has to have a designated leader. This is the Chief Executive Officer (CEO). The role of the CEO is to work with both the Board of Trustees and the other Heads of school in developing the life and work of the MAT, with a particular focus on teaching, learning and school standards. There will still be the expectation that heads and other staff will continue to play a vital role in leading activities across the partnership.

Governance Structure

SAND MAT – Governance Structure

