



Diocese of Brentwood issues new protocol to protect teachers' rights in schools converting to academies

6th FEBRUARY 2020 – The Diocese of Brentwood has issued a new protocol to reinforce the protection of pay and conditions for staff at schools within the Diocese converting to academies.

The protocol aims to promote certainty for staff and sets out principles the Diocese strongly recommends Directors and Trustees of Catholic Multi-Academy Trusts (CMATs) commit to. These include no changes to terms and conditions for staff transferring to CMATs, and the continuation of existing funded facilities time for trade union activities.

Other commitments noted include:

- Continue to abide by the national agreements for teachers and support staff;
- Ensure all new recruits are employed on the same or very similar terms and conditions;
- Continue to maintain union recognition and not to introduce any future variation to conditions of service except following consultation and negotiation with staff and their representatives;
- Continue to provide the right for employees to join a trade union and take part in its activities.

Director of Education for the Diocese of Brentwood, Robert Simpson, said: “The Diocese supports moves toward academisation in order to strengthen the future of Catholic education in the Diocese and to unlock the benefits to students, teachers and schools that academisation brings.

“A well-organised and coherent structure of Catholic schools presents new and exciting opportunities for staff to develop their careers within our schools, through training and other development opportunities. We have already seen examples of this development in schools which have recently converted to academies, and we look forward to seeing more staff and pupils benefitting from this approach.

“We are issuing this protocol to guide our schools embarking on the process and to provide clarity as to the position of the Diocese. The final decision on whether a school should become an academy is always one for individual governing bodies to make, having consulted with their staff and parents. We support the focus on building and sustaining good working relationships between schools and their staff and welcome collaboration with the Unions to achieve this.”

A protocol for Catholic Multi Academy Trusts

The full Protocol is available to view [here](#).