

Duddon Saint Peter's CE School



Redundancy Policy



1. Introduction

- 1.1 Duddon St. Peter's C.E. Primary believes that in order to provide the best education for our pupils, our staff structure should be developed in line with changing demands and financial pressures.

2. Aims/Principles

- 2.1 Redundancy situations will be handled fairly, efficiently and transparently while ensuring all necessary steps are taken to ensure affected employees are supported and consulted.
- 2.2 The school recognises that uncertainty is very unsettling for staff and will make every effort to dispel uncertainty around individuals' employment situations as quickly as possible. The school will communicate clearly with all affected employees.
- 2.3 All formal responses to proposals from employees and their Trade Unions will be properly considered.
- 2.4 Employees refusing to take suitable alternative jobs may lose redundancy pay if the post is unreasonably refused.
- 2.5 Redundant employees who have received a severance payment will not normally be re-employed by the School. However, it is recognised that there may be some circumstances where re-employment of employees who have been made redundant would be acceptable. In these cases there can be no re-employment for the number of weeks equivalent to the redundancy payment received, with a minimum of 4 weeks' gap from the end of the old employment. In exceptional circumstances it may be possible to start a job sooner than stated above; however the appropriate amount of redundancy pay would have to be repaid.

3. Policy

- 3.1 The school will consult staff and Trade Unions at the earliest opportunity about any proposals for change with a view to reaching agreement about how they may best be implemented and redundancies minimised.
- 3.2 Selection of staff to be made redundant will be through an objective selection process. The criteria used to select employees who will potentially be made redundant will be objective, transparent and fair and based on the skills required to meet the school's existing and anticipated business needs.
- 3.3 The school will make every effort to reduce the number of redundancies wherever possible, through restricting recruitment, seeking volunteers for redundancy and including all reasonable steps to redeploy staff 'at risk'.
- 3.4 This policy will be reviewed from time to time to ensure that it reflects the School's legal obligations and its organisational needs. The school may reduce the amount of redundancy pay following such a review.

4. Scope/Application

- 4.1 This policy covers staffing changes where the likely outcome is the redundancy of one or more posts.

5. Redundancy Pay Teaching Staff

- 5.1 Teachers in the TPS may be invited to retire where it is in the interests of the School. Given the costs of early retirement, this is likely to be in exceptional circumstances only. Retirement under these circumstances is never compulsory and will attract an unreduced pension. The scheme is available to TPS members age 55 years and above at the discretion of the Governing Body.
- 5.2 Subject to Governing Body discretion and taking into account the preference of the individual and cost to the school, the following will apply for teachers with over two year's service:
 - Employees aged below 55 will receive the statutory redundancy provisions calculated on actual weeks pay, multiplied by two – which equates to a severance payment of up to 60 weeks salary
 - TPS members aged 55 and above would receive **either** an unreduced pension, pension lump sum and redundancy payment of up to 30 weeks **or** a severance payment of up to 60 weeks at the discretion of the employer.
 - Employees aged over 55 but not in the TPS will receive the statutory redundancy provisions calculated on actual weeks pay, multiplied by two – which equates to a severance payment of up to 60 weeks salary

6. Redundancy Pay Support Staff

- Employees aged below 55 will receive the statutory redundancy provisions calculated on actual weeks pay, multiplied by two up to a maximum of 52 weeks salary

- LGPS members aged 55 and above will receive an unreduced pension, pension lump sum and redundancy payment of up to 52 weeks salary.
- Employees aged over 55 but not in the LGPS will receive the statutory redundancy provisions calculated on actual weeks' pay, multiplied by two up to a maximum of 52 weeks salary.

7. Definitions

Redundancy is defined in the Employment Rights Act 1996 as a dismissal attributable wholly or mainly to:

The fact that the employer has ceased, or intends to cease, to carry on the business for the purposes of which the employee was employed by him or has ceased, or intends to cease, to carry out the business in the place where the employee was so employed

Or

The fact that the requirements of that business for employees to carry out work of a particular kind, or for employees to carry out work of a particular kind in the place where they were so employed, have ceased or diminished, or are expected to cease or diminish.

This policy is adopted from the CWAC model Redundancy Policy.

Signed:

Governor responsible

Signed:

Head teacher

Date: *March 2018*

Date of review *Summer 2019*