

Transfer of Undertakings (protection of employment) Regulations (TUPE)

HR Consultancy Support and Guidance from
a Churchmarketplace (CMP) approved HR
supplier Catholic Education

Birch-HR has an unrivalled and experienced team of HR consultancy specialists. We lead the way with best-practice and effective HR support to achieve key school improvement outcomes and to ensure a compliant TUPE process.

We have extensive experience of advising on the management and handling of the HR aspects of TUPE transfers, being it to individual Voluntary Aided (VA) Catholic schools to Academies and across Multi-academy companies (MAC's). Advice and guidance can be provided on TUPE for a range of contracted services, such as cleaning or catering, re-brokering or academy conversions. This support will be provided in line with the Catholic ethos, Catholic Education Service (CES) and/or existing HR policies/procedures and Bishops' Memorandum.

We work flexibly with our Clients. Birch-HR consultancy can be purchased on a preferential CMP day rate and/or as part of an annual contract basis.

Our team of talented HR professionals have significant education specific TUPE experience and will advise and support on:

Collating the transfer timeline for identified leadership, teachers and non-teaching staff

Identify which employment policies and procedures transfer

Information and consultation with groups of individual staff transferring out

Support with identifying measures, such as changes to existing work practices, job descriptions, HR policies, hours of work, pay dates, collective bargaining etc

Consultation with recognised trade union representatives and/or employee representatives in line with any local agreements to fulfil responsibilities

Terminating employment and redundancies (if they apply)

Employee liability information and due diligence workforce data required to comply

Legislation, managing risks and terminology

Terms and conditions

Communication and workforce/stakeholder engagement to preserve the Catholic character

Equal pay liabilities (further legal advice may be required)

Frequently Asked Questions (FAQ's) for those impacted



Benefits: Named HR Consultant(s) throughout the transfer, preferential CMP charges, compliant with OJEU/public sector regulations, substantial experience of working with Catholic schools, Diocese, local authorities and outsourced companies to conclude the transfer efficiently

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During the most recent conversion of a school joining the MAC we used Birch-HR to support the TUPE process. The service provided was excellent, staff were supported by individuals who were professional, friendly, and practised in the TUPE process and Catholic ethos. Birch-HR were flexible in their approach and ensured that all our needs from legal compliance to supporting staff through the change were dealt with honesty and integrity whilst upholding the Catholic values of the MAC. We would highly recommend Birch-HR as they offer excellent professional advice, support and value for money.

Emma Samuel, Chief Operating Officer, St John Paul II MAC



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Catholic educational leaders need to focus their energies on shaping the futures of our young people and school improvement priorities. Birch-HR consultants strive to support our Catholic clients to manage non-educational matters such as TUPE transfers efficiently, professionally and with excellence

Nicola Johnson,
Head of Employee Relations & HR Catholic Lead