

Appendix 5

Report on the HR Organisational change process and the support to be provided to staff at Smithy and Redlands schools

The procedure supporting the staff consultation on the amalgamation of Smithy and Redland schools is the 'Tower Hamlets Organisational Change Process'. This was agreed with the Trade Unions in 2014, and confirmed as still agreed by the Tower Hamlets Educational Partnership (THEP) and the Trades Unions in 2019.

This procedure is intended:

- To take account of the school's statutory duty to provide for the educational needs of all pupils in line with the National Curriculum;
- To minimise the impact of situations involving re-organisations and or staff reductions;
- To ensure that organisational change takes place as effectively as possible and avoids unnecessary disruption;
- To ensure staff reductions are reached fairly and in accordance with employment law and statutory entitlements; and
- To ensure that consultation with staff and the trade unions is commenced at the earliest possible opportunity.

Historically, amalgamations in Tower Hamlets have always involved equal status for staff if school staffing structures are likely to be affected, regardless of which school (or schools) is closing. The consultation document, agreed by governors, the LA and Diocese, and published on 10 June 2019, therefore included the following

What will happen to our Headteacher and Staff?

The Headteacher from Redlands School is retiring so the Headteacher from Smithy Street School will become the substantive Headteacher for the amalgamated school.

Once the Headteacher for the amalgamated school has been confirmed, she would put together the new staffing structure for the school.

Due to judicious financial planning it is not envisaged that amalgamation per se will cause any immediate compulsory redundancies.

As far as possible, staffing structure changes will be managed through natural wastage. In the event that numbers of pupils fall further or if funding to the school is further reduced the school budget and levels of staffing will continue to be monitored, reviewed and acted on by the new governing body.