



Matrix Academy Trust

EDUCATION WITHOUT EXCEPTION

12 May 2025

Dear Elmwood staff

TUPE Transfer

We wrote to all staff on 14 March 2025 ahead of the TUPE consultation meeting to address concerns about the potential for change. We wanted to take this opportunity to re-affirm the messages given in the TUPE meeting on 27 March 2025 that there are no changes to terms and conditions, nor to the number of jobs at Elmwood as a result of the transfer.

The TUPE Regulations protects the contractual terms for those staff transferring, meaning you transfer into the Trust on your current terms and conditions. Therefore, your terms and conditions **are** protected by law. The Trust confirmed in the Measures Letter that there is no intention on behalf of the School or Trust to make any staffing changes as a result of the transfer. Therefore, there is **no** foreseeable risk of job cuts.

At the TUPE meeting contact details were given for key Matrix staff however, we would like to reiterate that should anyone have any further queries from the meeting please do not hesitate to contact us directly. Below is a list of contacts:

Lynsey Draycott	CEO	ldraycott@matrixacademytrust.co.uk
Sir Mark Aspinall	Chair	maspinall@matrixacademytrust.co.uk
Molly Thomason	HR Director	mthomason@matrixacademytrust.co.uk

We will keep you updated on any further discussions that take place in relation to the transfer.

Yours sincerely

Lynsey Draycott
Chief Executive Officer

Sir Mark Aspinall
Chair of Trustees



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