
RE: Correspondance from Sir Mark Aspinell

From L Cross <lcross@elmwood.walsall.sch.uk>

Date Tue 20/05/2025 13:52

To Elmwood All Staff <allstaff@elmwood.walsall.sch.uk>; CoG <CoG@elmwood.walsall.sch.uk>

Email sent on behalf of Sir Mark Aspinall (Chair of Trustees – Matrix Academy Trust)

Clarification Regarding Elmwood Staff Terms, Conditions, and Policies Upon Transfer to Matrix Academy Trust

Dear Trade Unions and all Elmwood Staff,

I am writing to clarify the Matrix Academy Trust's position regarding staff terms, conditions, and policies as Elmwood joins our Trust. There appears to be some misunderstanding, and I want to address this directly and transparently.

To be absolutely clear: **all Elmwood staff will transfer to Matrix on their existing terms, conditions, and policies.** This is a legal requirement under TUPE regulations, and we are fully committed to upholding it. Your current terms and conditions, including those related to leave (such as wedding leave), will remain unchanged upon transfer.

My previous statement about changing Matrix policies if they were less favourable than Elmwood's was made in the context of a hypothetical future where Elmwood staff may be subject to Matrix policies. However, this is *not* our focus. Our priority is a smooth transition for Elmwood pupils and staff, and that means maintaining your existing terms and conditions. We will never impose Matrix policies on Elmwood staff. Any future changes to terms, conditions, or policies would only be considered after thorough consultation with affected staff.

For the foreseeable future, Elmwood will operate under its current policies. Any concerns regarding existing Elmwood policies should be addressed with the Local Authority, as these remain their responsibility until the transfer is complete.

We recognise that Matrix may offer some more favourable terms and conditions in certain areas. If, *after* the transfer, any Elmwood staff member wishes to explore aligning with Matrix terms, they are welcome to discuss this with our HR team. However, this would be entirely staff-led and voluntary. Finally, I want to reiterate that there will be no job cuts as a result of the transfer. Any future staffing decisions will be based solely on the needs of the children and the effective operation of the school. I hope this clarifies our position. We are committed to open communication and a positive working relationship with all staff as we welcome Elmwood to the Matrix Academy Trust.

Sincerely,

Mark Aspinall

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