

London South East Academies Trust (LSEAT)

FAQs – Staff

Pay and conditions	
Question	Response
How will the Pay and Conditions of the staff be affected if join LSEAT? (April 2024)	<i>LSEAT follows the School Teachers Pay and Conditions Document (STCPD) so no changes for teaching staff in terms of pay, conditions, and pensions; they also apply the Local Government Pension Scheme so again no changes for support staff, etc. as this is currently in place; LSEAT adheres to the ‘Green Book’ for Support staff which is a National Agreement on Pay and Conditions of Service; If we did formally transfer to LSEAT then staff will TUPE over on the same pay and conditions including current Surrey pay scales, etc.</i>
Will our pay grades decrease over time or at all?	<i>There will be no decrease</i>
Will staff have to sign a new contract?	<i>No, all existing contracts of employment will remain in place, but LSEAT would become the new employer.</i>
Will staff be expected to work in different schools	<i>No</i>
Education	
Question	Response
Would there need to be changes to the curriculum?	<i>The curriculum remains the responsibility of the individual school</i>
Buildings, site, and organisation	
Question	Response
Who will be responsible for the premises, will the Trust own it?	<i>The buildings transfer over from Surrey and become LSEAT property with a 125-year lease agreement. The Trust becomes responsible for maintenance and upkeep but the school will have more control over the maintenance contractors, etc. that we use</i>
Would staffing levels have to change?	<i>No, this is managed by the school, based on pupil needs, budget etc.</i>
Will we still work 39 weeks a year?	<i>There is no statutory minimum number of days academies must be open under the School Day and Year regulations — academies are not bound by the 380 session/190 day that LA schools are.</i>
How many inset days?	<i>The same as now, but there is flexibility for an additional if essential for statutory training. We would consult with governors.</i>

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<p>Will we keep the same term dates as Surrey?</p>	<p><i>There is an additional two-week half-term in October that Surrey are also planning in 2026. However, Surrey schools will continue until July 28th 2027, but LSEAT schools will finish on July 20th 2027. It is not a given that this would happen every year.</i></p>
<p>Will we have new database/ICT systems and if so will we be trained on their use?</p>	<p><i>If we join, we would change several systems, but we would plan that and any necessary training carefully with LSEAT. There is flexibility with regard to how quickly we have to change systems and recognition that not all would have to change at once.</i></p> <p>We would have to switch from Google as, like most schools, LSEAT use Microsoft Office 365. LSEAT have a centralised team who have high levels of strategic expertise and have shown that there is a sensible & considered plan in place for ICT across the Academy trust moving forward.</p>
<p>Will we move to a new payroll system?</p>	<p><i>Yes, LSEAT's system appears more robust and better supported than Surrey's, with payslips more easily accessible</i></p>
<p>Academy trusts can set their own admissions- how will this work?</p>	<p><i>No change, Surrey will still be responsible for admissions</i></p>
<p>What's the long-term plan for the buildings?</p>	<p><i>If we do join LSEAT as an academy the school buildings and grounds transfer over from Surrey and become LSEAT property with a 125-year lease agreement.</i></p> <p><i>The Trust would be responsible for maintenance and upkeep but we will have more control over the contractor that we use (they would not have to be Surrey CC ones).</i></p> <p><i>The Trust has additional capital funds that we could bid for annually for improvement projects so there should be more opportunities to improve and develop the site and the buildings.</i></p>
<p>Will the school be relocating?</p>	<p><i>No</i></p>
<p>What will happen to our expansion plan?</p>	<p><i>That will still go ahead as planned, working with the Surrey team</i></p>

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How many schools are already in the Trust?	<i>18 mainstream schools, special & alternative provisions across Bromley, Bexley, Lambeth, Sussex & Surrey. The MAT also has a Music Service. There are currently 4 Surrey Special Schools and an SLD setting in Sussex that form part of the Surrey & Sussex Hub that we would potentially join.</i>
Misc.	
Question	Response
What percentage does there need to be for a decision to join / not join?	<i>The final decision rests with our Governing Body after thorough consultation with staff and parents and careful review of pros and cons</i>