

FAQ: What Does Joining Matrix Academy Trust Mean for Staff at Uffculme School?

1. What does academisation mean for Uffculme?

Academisation means the school will join a Multi-Academy Trust (MAT) and become an academy. This changes the governance structure: instead of being maintained by the local authority, the school will be part of Matrix Academy Trust, which is a charitable company responsible for multiple schools. Day-to-day teaching and learning will still happen at Uffculme, but strategic oversight will come from the Trust.

2. Why is Uffculme considering joining Matrix Academy Trust?

Governors believe joining a strong MAT will provide:

- Access to specialist SEND expertise and resources.
- Greater financial stability and shared services.
- Opportunities for staff development and collaboration.
- Improved resilience for future challenges.

3. Will my job be safe?

Yes. Under TUPE regulations (Transfer of Undertakings Protection of Employment), your existing contract, pay, and conditions transfer to the new employer (Matrix Academy Trust). Your length of service and pension rights are protected.

4. Will my pay and conditions change?

Initially, no. TUPE protects your current terms. However, academies are not bound by national pay and conditions for new staff, and changes could be proposed in the future. Any changes would require consultation.

5. What happens to pensions?

Teachers remain in the Teachers' Pension Scheme; support staff remain in the Local Government Pension Scheme. Matrix Academy Trust confirms continued access to these schemes.

6. Will the ethos and SEND approach of Uffculme change?

No. The Trust expects schools to retain their unique ethos and specialisms. Uffculme's commitment to autism-friendly practice and social model of difference will remain central

7. What professional development opportunities will there be?

Matrix offers:

- NPQs and leadership pathways.
- Enhanced ECT support.
- Access to subject and SEND specialists.
- Wellbeing and career development packages.

8. Will school policies (e.g., behaviour, curriculum) change?

Core policies may align with Trust-wide frameworks, but local adaptations for SEND will remain. Curriculum flexibility for specialist provision will continue. [charter.wilts.sch.uk]

9. How will staff wellbeing be supported?

Matrix provides a comprehensive wellbeing package, including:

- 24/7 GP and nurse support.
- Counselling and physiotherapy.
- Menopause and chronic illness support.
- Weight management and fitness schemes.

10. What is the timeline for conversion?

The process typically takes several months and includes:

- Due diligence.
- Staff and parent consultation.
- Legal transfer under TUPE.
- We will share key dates as soon as they are confirmed.

11. Will staff be consulted?

Yes. TUPE requires formal consultation with staff and unions. There will also be opportunities for questions and feedback throughout the process. [actionnetwork.org]

12. Who can I speak to if I have concerns?

You can contact:

- Headteacher for school-specific queries - C.stubbs@uffculme.bham.sch.uk
- HR representative for employment-related questions - R.marston@uffculme.bham.sch.uk
- Union representative for advice on rights and conditions
- There is currently a Forms open for Uffculme staff to raise questions anonymously [Joining Matrix Academy Trust – Fill in form](#)