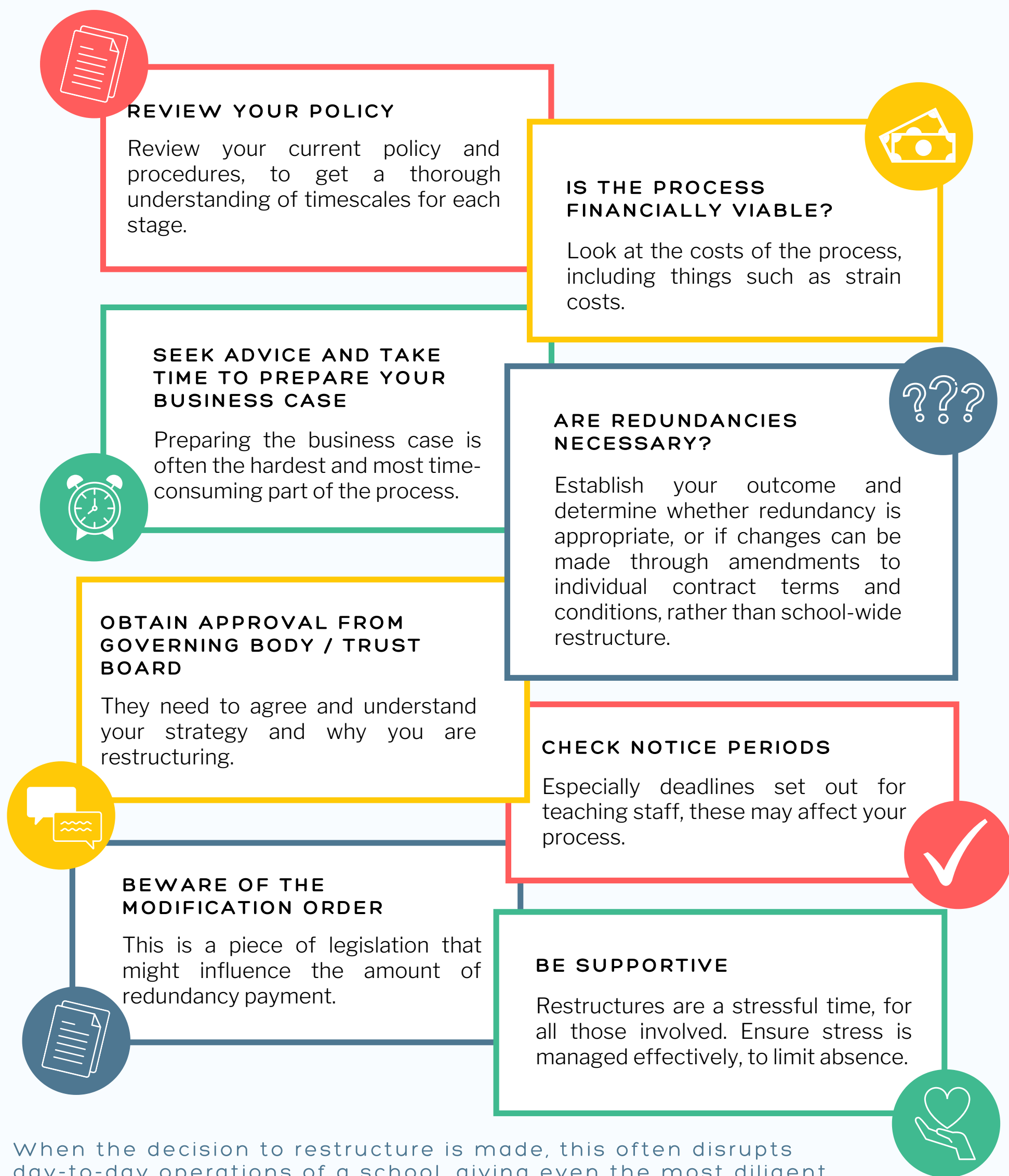


JUDICIUM'S TOP TIPS: PLANNING A RESTRUCTURE



When the decision to restructure is made, this often disrupts day-to-day operations of a school, giving even the most diligent Headteachers and SBMs headaches. The number of stakeholders involved in the process can sometimes feel endless. **Our advice to you, is do not underestimate the time this process can take.** It will be sensible to begin the process as early as possible in the New Year to get this process underway. We are here to provide practical guidance and top tips to help with a smooth restructure.

During the sofa session there were a lot of questions regarding the Modification order. The modification order is a piece of legislation that might influence the amount of redundancy payment. **The modification order is a piece of legislation that says 'if a member of staff has worked continuously in a school, and they are made redundant, that previous continuous service within education will be taken into account when calculating that person's redundancy payment.'** Previous continuous service under the modification order includes different schools with in different local authorities, different MAT, free schools and foundations. The only organisation that it does not apply to are independent schools.

On the flip side, if a member of staff finds a job at another school that starts within one months of their contract coming to an end, they are deemed not to be made redundant and they are not entitled to a redundancy payment. If they get a job in another sector then this does not apply.

If you require any further support please do not hesitate to call us on **02073368403** or email **georgina.decosta@judicium.com**