



## Paper to outline the Trust's position on the Mobility Clause

Consortium Trust is a fairly unique Trust that aims to protect and enhance our diverse schools and educational settings across Suffolk and Norfolk. We very much value the educational, social and economic contribution that schools contribute to our communities.

It is increasingly necessary, to be successful, viable and sustainable in an ever challenging educational and financial landscape we must work effectively together in partnership. The sharing of resources, pooling of finances and flexibility in a professional workforce is fundamental to this.

All members of staff at all schools and settings are members of a family of schools network that interconnect, and for sound educational, logistical and financial reasons the Trust has a **mobility clause**. The insert in the contract reads as follows:

*Your contract of employment is directly with Consortium Trust.*

*Your main place of work will be [name of school or establishment] but you may be deployed to work at any school within the Consortium Trust ("the Trust) and carry out those duties that may be reasonably required in relation to such deployment. This will depend upon the roll, timetabling and organisational needs of the schools in the Trust and your own individual professional development needs.*

*Any change to your main place of work will be discussed and agreed with you, in advance*

The main reasons for requesting redeployment are:

- An agreed CPD need, including secondments and training opportunities;
- To facilitate college attendance, for apprenticeships, degrees and masters;
- Your post is deployable across a number of sites due to its specialised nature, i.e. SENDCO, PE & ODL team etc.;
- An emergency request to cover sickness or absence of an equivalent post at another site;
- In the event of an Ofsted/HMI inspection where your input would enhance the outcome for the school under inspection and to support your colleagues;
- A permanent offer of redeployment in the event of a staff restructuring at one site that may lead to the reduction of posts at another school.

While the Trust will retain the right to redeploy staff for strategic, operational and financial reasons – this is always undertaken in consultation with the Academy Head / establishment lead and the individual concerned. The Trust recognises that on occasions



either the school / establishment is unable to release staff or that for the individual member of staff the redeployment would place an undue pressure on them. In these instances, after discussion, the requested redeployment would not proceed. The Trust understands that for the system of partnership to work effectively it must be based on trust and mutual respect. It makes no sense for a colleague to be compelled to move to another site, being reluctant and therefore not benefitting the receiving school or the individual.

Requests for redeployment will be made in good faith, based on a need and considerate to the individual's professional and personal circumstances. The employee must consider the request for redeployment in the same manner and includes all the occurrences listed above.

An employee that is requested to and agree to a redeployment/training opportunity/or works across multiple sites will not be financially disadvantaged. Travel, subsistence, course/training fees and out of pocket expenses will be reimbursed as part of any deployment. For further details, colleagues' attention is drawn to the following policies:

- Continued Professional Development Policy;
- Finance Policy;
- Organisational Change Management Policy;
- Staff Travel Policy;
- Time off for TU Duties and Activities Policy.