

DATED 26 June 2014

(1) WORCESTERSHIRE COUNTY COUNCIL

(2) THE GOVERNING BODY OF OUR LADY OF MOUNT CARMEL CATHOLIC FIRST
SCHOOL

(3) OUR LADY OF LOURDES CATHOLIC MULTI-ACADEMY COMPANY

TRANSFER AGREEMENT

Re: OUR LADY OF MOUNT CARMEL CATHOLIC FIRST
SCHOOL

THIS AGREEMENT is made *26th June 2014*

BETWEEN:

- (1) **WORCESTERSHIRE COUNTY COUNCIL** of County Hall, Spetchley Road, Worcester WR5 2NP (the "**Council**");
- (2) **THE GOVERNING BODY OF OUR LADY OF MOUNT CARMEL CATHOLIC FIRST SCHOOL** of Downsell Road, Webheath, Redditch, Worcestershire B97 5RR (the "**Governing Body**");
- (3) **OUR LADY OF LOURDES CATHOLIC MULTI-ACADEMY COMPANY** a company limited by guarantee registered in England and Wales (company number 09064485) whose registered office is at c/o St Augustine's Catholic High School, Stone Pits Lane, Hunt End, Redditch, Worcestershire B97 5LX (the "**Company**").

WHEREAS

- (A) The School will close and the Company will, from the Transfer Date, operate the Academy on the same site as the School.
- (B) The freehold of the site of the School is owned by the Council and on the Transfer Date the Council will grant a lease to the Company of the site currently occupied by the School.

1 DEFINITIONS AND INTERPRETATION

1.1 In this Agreement the following words shall have the following meanings:-

"Academy"	means the academy to be run by the Company on the site of the School under the proposed name Our Lady of Mount Carmel Catholic First School;
"Assets"	means all property, undertaking, rights and assets, whether tangible or intangible, of whatever nature used or held by the Council and/or the Governing Body (as the case may be) for the purposes of the School including those listed in Schedule 2, but excluding the Excluded Assets;
"Contractor"	means a contractor providing services to the Company to whom the contract of employment of any Transferring Employee is transferred pursuant to the Regulations on or after the Transfer Date;
"Contracts"	means the contracts entered into by the Council and/or the Governing Body (as the case may be) for the purpose of operating the School in the ordinary course of business which are still in force at the Transfer Date, including those contracts listed in Schedule 2 but excluding the Excluded Contracts;
"Data Protection Legislation"	means the Data Protection Act 1998 ("DPA"), and all applicable laws and regulations relating to processing of personal data and privacy, including where applicable, the guidance and codes of practice issued by the Information Commissioner;
"Directive"	means the Safeguarding of Employees Directive (2001/23/EC) (as amended, re-enacted or extended from time to time)

“Eligible Employees”	means the Transferring Employees who are active members of or eligible to join either the LGPS or the TPS immediately before the Transfer Date;
“Employee Liability Information”	means the information which a transferor is obliged to notify to a transferee pursuant to Regulation 11(2) of the Regulations
“Employee Schedule”	means a list of all School Employees as set out in Annex A of Schedule 1;
“Encumbrance”	means any mortgage, charge, pledge, lien, equity, option, restriction, right of refusal, right of pre-emption, third party right or interest, any other encumbrance or security interest of any kind, and any other type of preferential arrangement (including title transfer and retention arrangements) having a similar effect;
“Excluded Assets”	means the assets described in Schedule 3 which are excluded from the transfer effected by this Agreement;
“Excluded Contracts”	means the contracts described in Schedule 5 which are excluded from the transfer effected by this Agreement;
“Final Employee Schedule”	means a list of all School Employees as at the Transfer Date;
“Funding Agreement”	means a funding agreement to be entered into between the Secretary of State for Education and the Company with regard to funding arrangements for the Academy;
“Losses”	means all costs, claims, liabilities and expenses (including reasonable legal expenses);
“the LGPS”	means a Local Government Pension Scheme established pursuant to regulations made by the Secretary of State in exercise of powers under Sections 7 and 12 of the Superannuation Act 1972 as from time to time amended;
“the Personnel Files”	means in respect of the Transferring Employees copies of all personnel files or records relating to their employment at the School and any previous period of continuous employment with the Council and/or the Governing Body, including without limitation a copy of any contractual documentation, any documentation relating to job description, pay information, training records, information relating to sickness absence, a copy of any disciplinary warnings and a copy of any grievances;
“the Pupil Records”	means all records and information in respect of the pupils at the School who will or who are likely to become pupils at the Academy;
“the Regulations”	means the Transfer of Undertakings (Protection of Employment) Regulations 2006 (as amended or re-enacted from time to time);
“the School”	means Our Lady of Mount Carmel Catholic First School;

“School Employees”	means any employees of the Council or of the Governing Body who are assigned to the School;
“Staffing Information”	means, in respect of the School Employees, the information of the nature described in Schedule 1;
“Supplemental Funding Agreement”	means a supplemental funding agreement to be entered into between the Secretary of State for Education and the Company with regard to funding arrangements for the Academy;
“the TPS”	means the Teachers’ Pension Scheme established pursuant to regulations made by the Secretary of State in exercise of powers under sections 9 and 12 of and Schedule 3 to the Superannuation Act 1972 as from time to time amended;
“Transfer Date”	means 1 July 2014 being the date specified in the Funding Agreement on which the Academy will open;
“Transferring Employees”	means any School Employees whose employment transfers to the Company or to a Contractor on the Transfer Date pursuant to the Regulations and who are listed in the Employee Schedule;

- 1.2 In this Agreement (except where the context otherwise requires):
- 1.2.1 use of the singular includes the plural (and *vice versa*) and use of any gender includes the other genders;
 - 1.2.2 a reference to a party is to a party to this Agreement and shall include that party's personal representatives, successors or permitted assignees;
 - 1.2.3 a reference to persons includes natural persons, firms, partnerships, bodies corporate and corporations, and associations, organisations, governments, states, foundations, trusts and other unincorporated bodies (in each case whether or not having separate legal personality and irrespective of their jurisdiction of origin, incorporation or residence); and
 - 1.2.4 a reference to a Clause or Schedule is to the relevant clause of or schedule to this Agreement; a reference to a sub-clause or paragraph is to the relevant sub-clause or paragraph of the Clause or Schedule in which it appears.
- 1.3 The Schedules form an integral part of this Agreement and have effect as if set out in full in the body of this Agreement. A reference to this Agreement includes the Schedules.
- 1.4 In the event of any conflict or inconsistency between the Clauses and the Schedules of this Agreement, the Clauses shall prevail.
- 1.5 General words are not to be given a restrictive meaning because they are followed by particular examples, and any words introduced by the terms "including", "include", "in particular" or any similar expression will be construed as illustrative and the words following any of those terms will not limit the sense of the words preceding those terms.
- 1.6 Any reference to a statute, statutory provision or statutory instrument includes a reference to that statute, statutory provision or statutory instrument together with all rules and regulations made under it as from time to time amended, consolidated or re-enacted.

2. **CONDITION PRECEDENT**

- 2.1 This Agreement is conditional on the Funding Agreement being signed by the Company and the Secretary of State on or before 1 July 2014. In the event that the Funding Agreement is not signed by such date, this Agreement will immediately cease to have effect.

3. **OPERATION OF THE REGULATIONS**

The Parties intend and acknowledge that the closing of the School and the opening of the Academy shall constitute a transfer to which the Directive and the Regulations apply and agree that as a consequence that the contracts of employment made between the current employer and the Transferring Employees (save insofar as such contracts relate to benefits for old age, invalidity or survivors under any occupational pension scheme) shall have effect from and after the Transfer Date as if originally made between the Company or (as the case may be) a Contractor and the Transferring Employees.

4. **PROVISION OF STAFFING INFORMATION AND WARRANTIES**

- 4.1 Without prejudice to its obligation pursuant to the Regulations to provide the Employee Liability Information, the Governing Body shall on or before the Transfer Date to the extent lawfully permitted provide the Company with the Employee Schedule and Staffing Information.

- 4.2 The Governing Body shall notify the Company of any material change to the Employee Schedule and the Staffing Information as soon as is reasonably practicable, and shall upon request by the Company meet the Company to discuss the information disclosed.

- 4.3 The Governing Body warrants:

- 4.3.1 that the information in the Employee Schedule and the Staffing Information shall be complete and accurate and kept up-to-date;
- 4.3.2 that all School Employees who carry out teaching are eligible to do so in accordance with the Education (Specified Work and Registration) (England) Regulations 2003; and
- 4.3.3 that by the Transfer Date all Transferring Employees will have been checked against the Children's Barred List and checked through the Disclosure and Barring Service and all other checks required by law.

- 4.4 The Governing Body undertakes to the Company, that during the period from the date of this Agreement up to and including the Transfer Date:

- 4.4.1 the Governing Body shall enable and assist the Company and such other persons as the Company may determine to communicate with and meet the School Employees and their trade union or other employee representatives;

- 4.4.2 the Governing Body shall not, and shall procure that any other employer of the School Employees shall not, without the prior written consent of the Company:

- (a) amend or vary (or purport or promise to amend or vary) the terms and conditions of employment or engagement (including, for the avoidance of doubt, pay and job description) of any School Employees (other than where such amendment or variation has previously been agreed between the Governing Body and the School Employees in the normal course of business, and where

any such amendment or variation is not in any way related to the transfer to the Company);

- (b) terminate or give notice to terminate the employment or engagement of any School Employees (other than in circumstances in which the termination is for reasons of misconduct or lack of capability);
- (c) employ or assign any person to the School who would or might as a consequence of such employment or assignment become a Transferring Employee;

and the Governing Body shall indemnify the Company from and against all Losses incurred by the Company in connection with or as a result of a breach of their obligations under this clause.

5. APPORTIONMENTS

5.1 Save as specified in clause 8.4, the Governing Body shall be responsible for all emoluments and outgoings in respect of the School Employees (including all wages, bonuses, commission, premiums, subscriptions, PAYE and national insurance contributions and pension contributions) which are attributable in whole or in part to the period up to the Transfer Date, and will indemnify the Company (both for itself and any Contractor) against all Losses incurred by the Company or any Contractor in respect of the same.

5.2 The Company shall be responsible for all emoluments and outgoings in respect of the Transferring Employees (including all wages, bonuses, commission, premiums, subscriptions, PAYE and national insurance contributions and pension contributions) which are attributable in whole or in part to the period from and including the Transfer Date, and will indemnify the Governing Body against Losses in respect of the same.

6. INFORMATION AND CONSULTATION

6.1 The Company shall comply (and shall procure that any Contractor complies) with its obligations under Regulation 13 of the Regulations during the period prior to the Transfer Date.

6.2 The Governing Body shall comply with its obligations under Regulations 13 and 14 of the Regulations during the period prior to the Transfer Date, save where the Governing Body is unable to do so as a result of the failure of the Company and/or any Contractor to comply with their duties under Regulation 13 of the Regulations..

7. INDEMNITIES

7.1 The Governing Body and (in respect of any School Employee employed or formerly employed by the Council) the Council shall indemnify the Company (either for itself or for or on behalf of any other person to whom the Transferring Employee or any liability relating to them has transferred or is alleged to have transferred) against all Losses incurred by the Company in connection with or as a result of:

- 7.1.1 any claim or demand by any School Employee or former School Employee (whether in contract, tort, under statute, pursuant to European law or otherwise) including any claim for unfair dismissal, wrongful dismissal, a redundancy payment, breach of contract, equal pay, unlawful deduction from wages, discrimination on the grounds of sex, race, disability, age, sexual orientation, religion or religious belief, personal injury, a protective award or a claim or demand of any other nature, in each case arising directly or indirectly from any act, fault or omission of the employer in respect of any School Employee or former School Employee, or any claim relating to the

period before the Transfer Date (and for the avoidance of doubt, this indemnity shall apply in respect of all Losses incurred by the beneficiary of this indemnity in respect of the period after the Transfer Date where the claim (such as, without limitation, a claim for equal pay) arises out of circumstances which arose before the Transfer Date);

7.1.2 any failure by the Council or the Governing Body to comply with its obligations under Regulations 13 and 14 of the Regulations, or any award of compensation under Regulation 15 of the Regulations, save where such failure arises from the failure of the Company or any Contractor to comply with its duties under Regulation 13 of the Regulations;

7.1.3 any claim (including any individual employee entitlement under or consequent on such a claim) by any trade union or other body or person representing the School Employees (or other employees of the Council or Governing Body) arising from or connected with any failure by the Council or the Governing Body to comply with any legal obligation to such trade union, body or person; and/or

7.1.4 any claim by any person (other than a Transferring Employee) in respect of which the Company or any Contractor incurs or is alleged to incur responsibility or liability as a result of the operation of the Regulations.

7.2 If in connection with the closing of the School and the opening of the Academy it is found or alleged that the employment of any person other than the Transferring Employees has transferred to the Company or a Contractor pursuant to the Directive or the Regulations:

7.2.1 the Company (or, where applicable, the Contractor) may by 4pm on the fifteenth (15th) working day following but excluding the day upon which it becomes aware of that allegation or finding, dismiss the employee with immediate effect; and

7.2.2 the Governing Body (or, in respect of any person whose employment transfers or is alleged to transfer from the Council, the Council) shall indemnify and keep indemnified the Company (both for itself and any Contractor) against all Losses which the Company (or, where applicable, the Contractor) may suffer or incur in respect of that dismissal and the employment of that person up to the date of the dismissal and any other claim brought by or on behalf of that person.

7.3 The Company shall (in respect of Transferring Employees employed by the Company), and shall use reasonable endeavours to procure that any Contractor shall (in respect of Transferring Employees employed by the Contractor), indemnify the Governing Body or, in respect of any School Employee employed by the Council, *the* Council against all Losses incurred by that party in connection with or as a result of:

7.3.1 any claim or demand by any Transferring Employee (whether in contract, tort, under statute, pursuant to European law or otherwise) including any claim for unfair dismissal, wrongful dismissal, a redundancy payment, breach of contract, unlawful deduction from wages, discrimination on the grounds of sex, race, disability, age, sexual orientation, religion or religious belief, a protective award or a claim or demand of any other nature, in each case arising directly or indirectly from any act, fault or omission of the Company or the Contractor, as the case may be, in respect of any Transferring Employee on or after the Transfer Date;

7.3.2 any failure by the Company or the Contractor, as the case may be, to comply with its obligations under Regulation 13 of the Regulations; and/or

- 7.3.3 any claim or demand by any School Employee arising out of any change or proposed change in the terms and conditions of employment or working conditions of that person on or after their transfer to the Company or the Contractor, as the case may be, on the Transfer Date, where that School Employee would have been a Transferring Employee but for their resignation or decision to treat their employment as terminated under Regulation 4(9) of the Regulations on or before the Transfer Date as a result of any such changes.

8. PENSIONS

- 8.1 The parties acknowledge that the Company is a "scheme employer" for the purposes of the Local Government Pension Scheme (Administration) Regulations 2008 ("the LGPS Regulations" which expression shall include any regulations amending or replacing the regulations from time to time) and that the LGPS Regulations shall apply to the Company (as the person carrying on the business of the Academy).
- 8.2 The parties acknowledge that the Company is an "employer" for the purposes of the Teachers' Pension Scheme Regulations 2010 SI 2010/990 ("the TPS Regulations" which expression shall include any regulations amending or replacing the regulations from time to time) and that the TPS Regulations shall apply to the Company (as the person carrying on the business of the Academy).
- 8.3 The Company acknowledges that the Eligible Employees shall be, or as the case may be, remain eligible for membership of the LGPS or the TPS (as the case may be) while employed at the Academy following the Transfer Date subject to the terms of the LGPS Regulations and the TPS Regulations.
- 8.4 The Company shall be responsible for any LGPS deficit relating to the Eligible Employees' membership of the LGPS referable to service up to and including the Transfer Date.
- 8.5 The Company shall be responsible for all employer contributions payable to the LGPS and the TPS in respect of the Eligible Employees and any other sum due to the LGPS and the TPS in respect of the Eligible Employees.
- 8.6 The Company shall:
- 8.6.1 maintain such documents and information as will be reasonably required to manage the pension aspects of any onward transfer of any of the Eligible Employees;
 - 8.6.2 promptly provide to the Council such documents and information which the Council may reasonably request in advance of any onward transfer of any person engaged or employed by the Company; and
 - 8.6.3 fully co-operate with the reasonable requests of the Council relating to any administrative tasks necessary to deal with the pension aspects of any onward transfer of any person engaged or employed by the Company.

9. THE ASSETS AND THE CONTRACTS

- 9.1 On the Transfer Date the Council and/or the Governing Body (as applicable) will transfer (or to the extent that it is not the owner thereof shall procure the transfer of) the legal and beneficial interest in the Assets, free of charge and free from any Encumbrance, to the Company, save for any Encumbrance which has been fully and accurately disclosed to the Company prior to the Transfer Date.
- 9.2 The Council and/or Governing Body (as applicable) undertakes with effect from the Transfer Date to assign to the Company or to procure the assignment to the Company

all the Contracts which are capable of assignment without the consent of other parties to those contracts.

9.3 If any of the Contracts cannot be transferred to the Company except by an assignment made with the consent of another party or by an agreement of novation:

9.3.1 this Agreement shall not constitute an assignment or an attempted assignment of the Contract if the assignment or attempted assignment would constitute a breach of the Contract;

9.3.2 after the Transfer Date the parties shall use their respective reasonable endeavours to obtain the consent of the other party to the assignment and then to assign, or to procure the novation, of the Contract; and

9.3.3 until the consent or novation is obtained:

(a) the Council or the Governing Body (as the case may be) shall hold the same on trust for the Company and shall (at the Company's cost) do all such acts and things as the Company may reasonably require to enable due performance of the Contract and to provide for the Company the benefits of the Contract (including enforcement of any right of the Council or the Governing Body (as the case may be) against the other party to the Contract arising out of its termination by the other party or otherwise);

(b) the Company shall (if sub-contracting is permissible and lawful under the Contract in question), as the Council's or Governing Body's (as appropriate) sub-contractor, perform all the obligations of the Council (or Governing Body) under such Contract and where sub-contracting is not permissible, the Company shall perform such obligations as agent for the Council or Governing Body (as appropriate); and

(c) unless and until any such Contract is assigned or novated, the Council or Governing Body (as appropriate) shall (so far as it lawfully may) at the Company's cost give all such assistance as the Company may reasonably require to enable the Company to enforce its rights under such Contract, including, providing access to all relevant books, documents and other information in relation to such Contract as the Company may reasonably require from time to time.

9.4 Pending the Transfer Date, possession of the Assets shall be retained by the Council and/or the Governing Body (as the case may be).

9.5 All receipts relating to the Assets and the Contracts and all Losses and outgoings incurred or payable in relation to the Assets and the Contracts up to the Transfer Date ("**Historic Liabilities**") shall belong to, and be paid and discharged by, the Council or, as the case may be, the Governing Body and the Council undertakes to indemnify and keep the Company indemnified against any Historic Liabilities.

9.6 All receipts relating to the Assets and the Contracts and all Losses and outgoings incurred or payable as from and including the Transfer Date ("**Future Liabilities**") shall belong to, and be paid and discharged by the Company and the Company undertakes to indemnify and keep the Council and the Governing Body indemnified against any Future Liabilities.

9.7 The Company agrees that, following the Transfer Date, it shall provide the Council with sufficient information, as reasonably requested by the Council, to enable the Council to accurately determine and discharge any Historic Liabilities (including,

without limitation, any payments relating to the School's accounts). In the event that the Council makes an underpayment or overpayment in relation to any Historic Liabilities (including, without limitation, any payments relating to the School's accounts), the Council and the Company agree to repay any such sums to the other (as appropriate). In the event that the Council has made no payment in relation to any Historic Liabilities but has received payment from the Secretary of State in respect of these, and this amount is an underpayment or an overpayment, the Council and the Company agree to repay any such sums to the other (as appropriate).

9.8 The Council and the Governing Body shall on or before the Transfer Date deliver to the Company the Personnel Files and the Pupil Records, to the extent that they are permitted to do so by Data Protection Legislation (and both the Council and the Governing Body shall use reasonable endeavours to ensure that they are permitted by Data Protection Legislation to deliver such information to the Company).

9.9 The Company undertakes not to use the Personnel Files or the Pupil Records for any purposes unconnected with the operation and management of the Academy, the purposes for which such information was originally collected or any other lawful purposes.

10. **CONDUCT OF CLAIMS**

10.1 In respect of the indemnities given in this Agreement the:

10.1.1 indemnified party shall give written notice to the indemnifying party as soon as is practicable of the details of any claim or proceedings brought or threatened against it by a third party in respect of which a claim will or may be made under the relevant indemnity;

10.1.2 indemnifying party shall at its own expense have the exclusive right to defend, conduct and/or settle all claims and proceedings which may be brought by a third party to the extent that such claims or proceedings may be covered by the relevant indemnity provided that where there is an impact on the indemnified party, the indemnifying party shall consult with the indemnified party and shall at all times keep the indemnified party informed of all material matters; and

10.1.3 indemnified party shall, at the indemnifying party's expense, provide all reasonable assistance and documentation required by the indemnifying party in connection with, and act as or be joined as a defendant in, any claim or proceedings brought by a third party. The indemnifying party shall reimburse the indemnified party for all reasonable costs and expenses (including legal costs and disbursements) incurred in providing such cooperation and/or arising as a result of the indemnifying party's failure to defend, conduct and/or settle such claims and proceedings.

11. **CONFIDENTIALITY**

Each party undertakes to the others that it will keep the contents of this Agreement confidential as between the parties and the Department for Education (or its successors) except to the extent that disclosure is required by law.

12. **THIRD PARTIES**

No person who is not a party to this Agreement is intended to reserve a benefit under, or be entitled to enforce, this Agreement pursuant to the Contracts (Rights of Third Parties) Act 1999 (the "Act") save that any Contractor may enjoy the benefit and enforce the terms of this Agreement in accordance with the Act. Notwithstanding this, neither the Council nor the Governing Body nor the Company require the consent of

any Contractor to rescind or vary this Agreement at any time, even if that variation or rescission affects the benefits conferred on such Contractor.

13. **FORCE MAJEURE**

None of the parties will be liable to the other for any delay or non-performance of its obligations under this Agreement arising from any cause or causes beyond its reasonable control.

14. **GENERAL**

14.1 No forbearance or delay by any party in enforcing its rights will prejudice or restrict the rights of that party, and no waiver of any such rights or of any breach of any contractual terms will be deemed to be a waiver of any other right or of any later breach.

14.2 No variation of this Agreement will be valid unless recorded in writing and signed by or on behalf of each of the parties to this Agreement.

14.3 If any provision of this Agreement (or part of any provision) is found by any court or other authority of competent jurisdiction to be illegal or unenforceable, the other provisions will remain unaffected and in force.

14.4 Nothing in this Agreement will be construed as constituting or evidencing any partnership, contract of employment or joint venture of any kind between either of the parties or as authorising either party to act as agent for the other. None of the parties will have authority to make representations for, act in the name or on behalf of or otherwise to bind any other party in any way.

14.5 None of the parties will make any announcement relating to this Agreement or its subject matter without the prior written approval of the other parties (such approval not to be unreasonably withheld or delayed).

14.6 Each party will, at the request of the other parties and its own cost, do (or procure others to do) everything necessary to give the other parties the full benefit of this Agreement.

14.7 Any notice required to be given under this Agreement shall be in writing and shall be delivered personally, or sent by pre-paid first class or recorded delivery or by commercial courier, to each party required to receive the notice at the addresses specified by the relevant party by written notice to the other (and if no such address is specified), the address set out at the front of this Agreement.

14.8 Any notice shall be deemed to have been duly received:

14.8.1 if delivered personally, when left for the relevant party at the address set out at the head of this Agreement or at such other different address for service as might be notified in writing by the relevant party to the sender from time to time;

14.8.2 if sent by pre-paid first class post or recorded delivery, at 9.00 a.m. on the second business day after posting; or

14.8.3 if delivered by commercial courier, on the date and at the time that the courier's delivery receipt is signed.

14.9 A notice required to be given under this Agreement shall not be validly given if sent by email.

- 14.10 This Agreement may be executed in any number of counterparts, each of which will be an original and all of which will together constitute a single agreement.
- 14.11 Each party shall bear its own costs and expenses (including legal fees) in relation to the preparation and execution of this Agreement.
- 14.12 This Agreement constitutes the entire agreement and understanding between the parties in respect of the matters dealt with in and supersedes any previous agreement between the parties.
- 14.13 Each of the parties acknowledge and agrees that in entering into this Agreement it does not rely on, and will have no remedy in respect of, any statement, representation, warranty or understanding (whether negligently or innocently made) of any person (whether party to this Agreement or not) other than as expressly set out in this Agreement.
- 14.14 This Agreement has been entered into and signed by an individual for and on behalf of the Governing Body and such individual shall not incur any personal liability in respect of the obligations undertaken by the Governing Body or in respect of any failure on the part of the Governing Body to observe, perform or comply with any such obligations or under or in relation to any associated arrangements or negotiations or under any document or assurance made pursuant to this Agreement.

15. **GOVERNING LAW AND JURISDICTION**

- 15.1 This Agreement will be governed by and interpreted in accordance with the law of England and Wales.
- 15.2 Each party irrevocably submits to the exclusive jurisdiction of the courts of England and Wales over any claim or matter arising under or in connection with this Agreement.

This Agreement has been entered into as a deed on the date stated at the beginning of it.

THE COMMON SEAL of
WORCESTERSHIRE COUNTY COUNCIL
was hereunto affixed in the presence of:



Al Moore
PRINCIPAL SOLICITOR

SIGNED as a DEED for and on behalf of
the GOVERNING BODY of OUR LADY
OF MOUNT CARMEL CATHOLIC FIRST
SCHOOL

David Gurner
.....
Governor

[Signature]
.....
Governor

SIGNED as a DEED for and on behalf of
OUR LADY OF LOURDES CATHOLIC
MULTI-ACADEMY COMPANY acting by a
director

[Signature]
.....
Director

In the presence of:

Anna Hewitson
.....
Witness Signature

ANNA HEWITSON
.....
Witness Name

Gateley LLP

One Eleven, Edmund Street, Birmingham B3 2HU
..... dx 13033, Birmingham, 1.....
tel 0121 234 0000 fax 0121 234 0001
Witness Address

SCHEDULE 1

STAFFING INFORMATION

1. **Individual terms and conditions**
- 1.1 Copies of all current employment contracts, and all other terms and conditions of employment.
- 1.2 A schedule comprising in respect of each employee, the following particulars:-
 - (a) full name;
 - (b) post;
 - (c) whether the employment is full or part time;
 - (d) sex;
 - (e) date of birth;
 - (f) date of commencement of service;
 - (g) notice period;
 - (h) normal retirement age;
 - (i) remuneration;
 - (j) pension;
 - (k) in respect of teachers:
 - (i) scale point or leadership group spine point;
 - (ii) assimilation point for the head teacher;
 - (iii) whether the employee is a post-threshold teacher;
 - (iv) management, recruitment, retention and/or any other allowances payable;
 - (v) any applicable assimilation safeguarding,and all other benefits whether contractual or otherwise.
- 1.3 Details of any recent changes of terms and conditions in relation to any employee.
- 1.4 Copies of any employee handbooks, rules and other policies, procedures, arrangements or agreements in relation to:-
 - (a) redundancy procedures and payments;
 - (b) redeployment procedures;

- (c) sickness absence and sick pay entitlements;
- (d) equal opportunities;
- (e) disciplinary matters;
- (f) maternity rights;

and details of whether or not each of the above are discretionary or contractual.

1.5 Copies of any job descriptions.

1.6 Details of any practices or customs which although not written down form part of employees' terms and conditions of employment.

2. **Collective bargaining**

2.1 Details of any trade union recognised by the Council / Governing Body.

2.2 Details of any other agreement, whether school, local or national, with any trade union or other body of employee representatives (and copies if available) including any informal recognition and procedure arrangements and other arrangements honoured by "custom and practice".

2.3 Details of which, if any, of the terms of any collective agreement form part of individuals' terms and conditions of employment.

3. **Disputes**

3.1 Details of any dispute with any employee whether brought under the Council / Governing Body's disciplinary or grievance procedure or otherwise and any matters which might give rise to such.

3.2 Details of any litigation threatened or pending against the Council / Governing Body, including any court, employment tribunal or arbitration claims or any matters which might give rise to such.

3.3 Details of any enquiry, correspondence or contact between the Council / Governing Body and the Equality and Human Rights Commission, the Health and Safety Inspector and the Inland Revenue concerning employees.

3.4 Details of any court judgment or current employment tribunal award in respect of any employee dispute.

3.5 Details, and, if available, copies, of any warnings given to employees under the Council / Governing Body's disciplinary or capability procedures.

4. **Dismissals**

4.1 Details of all dismissals within the last 12 months as a result of disciplinary procedures..

4.2 Details of all employees recruited within the last 12 months.

5. **Working Time Regulations 1998**

5.1 Copies of any individual, collective and workforce agreements entered into pursuant to the Working Time Regulations.

6. **Health and Safety**

6.1 Details of any health and safety committees/representatives.

7. **Trainees/Consultants**

7.1 Details of all individuals in the undertaking working on training, work experience or similar schemes.

7.2 Details of all consultancy agreements or self-employed personnel who are or may actually be employees.

8. **Absent employees**

8.1 Details of all employees who have notified the Council / Governing Body that they are pregnant or who are currently absent on maternity leave.

8.2 Details of all employees on long term sick leave together with confirmation of the nature of their illness and the duration and dates of their absence(s) due to that condition.

9. **Pension**

9.1 A list of all pension schemes (both occupational and personal) applicable to the employees.

ANNEX A

Surname	Forenames	Sex	Age	DDB	FTE	Term Time Only	Continuous Service		Grade	Point	Hours	Salary	Pension		Job Title	Notice	CRB	For Teachers Only - Additional Payments (FTE)								
							Y/N	Factor					Date of Appointment to current post	Warcs CC				Local Government	Code Letter	Employee Payable Rate	Employer Rate	TLR	Special Needs	Recruitment /Retention	Other Allowance	Safeguarded Sum
ATKINSON	ANDREW	M	20	08/02/1994	0.0000	N	0.0000	01/07/2013		Scale 1	8	0.00	7.49 A	NO	0.0	0.0	Children's Supervisor	Y								
ATKINSON	ANDREW	M	20	08/02/1994	0.0243	Y	0.8333	10/09/2013	01/07/2013	01/07/2013 Scale 1	7	2.17	631.18 D	YES	5.5	12.0	Children's Supervisor	1 Month	Y							
ATKINSON	ANNE	F	47	15/08/1966	0.7114	Y	0.8520	01/01/2005	01/01/2005	01/01/2005 Scale 4	21	32.00	14234.02 D	YES	5.8	12.0	School Secretary	1 Month	Y							
ATKINSON	ANNE	F	47	15/08/1966	0.0114	N	1.0000	01/02/2005	01/01/2005	01/01/2005 CG2	4	22.00	228.90 D	YES	5.5	12.0	Clerk To Governors	Y								
AVIS	JOANNE	CLARE	F	43	22/12/1970	0.0000	N	0.0000	22/09/2012		Teaching Assistant Grade 1	8	0.00	7.49 A	NO	0.0	0.0	Teaching Assistant Grade 1	Y							
BALDWIN	LISA	MARY	F	41	29/05/1973	0.0975	Y	0.8333	01/02/2012	01/02/2012	01/02/2012 Scale 1	9	4.33	1338.44 A	NO	0.0	0.0	Children's Supervisor	1 Month	Y						
BARRATT	EMMA	LOUISE	F	33	05/02/1981	1.0000	N	1.0000	01/09/2012	01/09/2012	01/09/2009 Main Scale Teacher	1	32.50	21804.00 D	YES	7.2	14.1	Teacher	Teachers	Y	0.00	0.00	0.00	0.00	0.00	21804.00
BATCHELOR	MARGARET		F	56	28/12/1957	0.0000	N	1.0000			Upper Pay Scale Teacher	1	0.00	177.04 D	YES	9.5	14.1	Relief Teacher	Teachers	Y	0.00	0.00	0.00	0.00	0.00	0.00
BAYLIS	JENNIFER	ROSEMARY	F	45	12/04/1969	0.1123	Y	0.8744	01/09/2011	01/09/2006	01/09/2006 Teaching Assistant Grade 1	13	4.75	1750.94 D	YES	5.5	12.0	Teaching Assistant Grade 1	1 Month	Y						
BLAKEMORE	JULIE	MARIE	F	46	21/08/1967	0.0975	Y	0.8520	14/01/2008	14/01/2008	14/01/2008 Scale 1	9	4.33	1368.48 A	NO	0.0	0.0	Children's Supervisor	1 Month	Y						
BOWEN	STEPHANIE		F	55	21/11/1958	0.0000	N	1.0000			Main Scale Teacher	8	0.00	163.43 D	YES	8.3	14.1	Relief Teacher	Teachers	Y	0.00	0.00	0.00	0.00	0.00	0.00
BROCKLESBY	EMMA	KATHLEEN	F	43	28/05/1971	1.0000	N	1.0000	01/01/2010	01/01/2010	01/09/1993 Leadership 8 - 10	8	32.50	44971.00 D	YES	9.9	14.1	Deputy Headteacher	Teachers	Y	0.00	0.00	0.00	0.00	0.00	44971.00
BROWNE	TRACY		F	53	12/06/1960	0.5100	Y	0.8744	07/10/2003	07/10/2003	07/10/2003 Teaching Assistant Grade 3	24	21.58	10743.91 A	NO	0.0	0.0	Teaching Assistant Grade 3	1 Month	Y						
BURBRIDGE	EILEEN	THERESA	F	56	02/07/1957	0.0000	N	0.0000	22/04/2013	28/04/2003	28/04/2003 Teaching Assistant Grade 1	13	0.00	9.26 D	YES	5.5	12.0	Teaching Assistant Grade 1	Y							
BURROWS	LORRAINE	SUSAN	F	45	05/01/1989	1.0000	N	1.0000	01/09/2011	01/09/2010	01/09/2010 Main Scale Teacher	4	32.50	27376.00 D	YES	8.3	14.1	Teacher	Teachers	Y	0.00	0.00	0.00	0.00	0.00	27376.00
CATTELL	SUSAN	JANE	F	53	01/06/1961	0.0489	Y	0.8333	22/02/2010	22/02/2010	22/02/2010 Scale 1	8	2.17	870.77 D	YES	5.5	12.0	Children's Supervisor	1 Month	Y						
CHURCHILL	COLETTE	LOUISE	F	34	29/04/1980	0.3585	Y	0.8553	29/04/2013	29/04/2013	29/04/2013 Teaching Assistant Grade 1	7	15.42	4603.58 D	YES	5.5	12.0	Teaching Assistant Grade 1	1 Month	Y						
CHURCHILL	EMMA	LOUISE	F	41	28/02/1973	0.0243	Y	0.8333	14/10/2011	14/10/2011	14/10/2011 Scale 1	9	1.08	333.84 D	YES	5.5	12.0	Children's Supervisor	1 Month	Y						
CHURCHILL	EMMA	LOUISE	F	41	28/02/1973	0.3585	Y	0.8553	01/06/2012	14/10/2011	14/10/2011 Teaching Assistant Grade 1	8	15.42	4748.30 D	YES	5.5	12.0	Teaching Assistant Grade 1	1 Month	Y						
CLARKE	MICHAEL		M	83	15/08/1950	0.0000	N	1.0000			Main Scale Teacher	5	0.00	151.45 A	NO	0.0	0.0	Relief Teacher	Teachers	Y	0.00	0.00	0.00	0.00	0.00	0.00
COLDICOTT	LAUREN		F	24	21/07/1989	0.0000	N	0.0000	24/05/2012		Teaching Assistant Grade 1	8	0.00	7.49 A	NO	0.0	0.0	Teaching Assistant Grade 1	Y							
CROMPTON	HELEN	LOUISE	F	48	06/05/1966	0.1502	Y	0.8333	20/09/2010	20/09/2010	20/09/2010 Scale 1	9	8.67	2061.78 A	NO	0.0	0.0	Children's Supervisor	1 Month	Y						
DABELL	AMY	ROSETTA	F	43	27/03/1971	0.0000	N	0.0000	04/03/2013		Scale 1	6	0.00	7.49 A	NO	0.0	0.0	Children's Supervisor	Y							
EDWARDS	LYNN		F	57	19/03/1957	0.2058	Y	0.8951	06/01/1992	06/01/1992	06/01/1992 Scale 1	9	8.50	2822.29 D	YES	5.5	12.0	Cleaner	1 Month	Y						
EDWARDS	LYNN		F	57	19/03/1957	0.4889	Y	0.8951	18/11/1998	06/01/1992	06/01/1992 Scale 3	17	18.75	5345.93 D	YES	5.5	12.0	Cleaner In Charge	1 Month	Y						
EDWARDS	LYNN		F	57	19/03/1957	0.1585	Y	0.8744	01/09/2008	06/01/1992	06/01/1992 Teaching Assistant Grade 1	13	8.75	2468.18 D	YES	5.5	12.0	Teaching Assistant Grade 1	1 Month	Y						
EDWARDS	LYNN		F	57	19/03/1957	0.3840	Y	0.8744	01/09/2008	06/01/1992	06/01/1992 Teaching Assistant Grade 1 plus Special Needs Allowance	13	16.25	6446.88 D	YES	5.5	12.0	Teaching Assistant Grade 1 With Sen	1 Month	Y						
FINCH	RACHAEL	KAREN	F	39	14/04/1975	0.8357	Y	0.8744	01/01/2009	01/01/2009	01/01/2009 Teaching Assistant Grade 3	24	27.50	13891.27 D	YES	5.5	12.0	Teaching Assistant Grade 3	1 Month	Y						
FINCH	RACHAEL	KAREN	F	39	14/04/1975	0.0000	N	0.0000	01/03/2009		Scale 1	6	0.00	7.49 A	NO	0.0	0.0	Children's Supervisor	Y							
GANDERTON	LOUISE	KATHRYN	F	51	25/09/1982	0.4353	Y	0.8744	01/09/2006	01/09/2006	01/09/2006 Teaching Assistant Grade 1	13	16.42	6788.88 A	NO	0.0	0.0	Teaching Assistant Grade 1	1 Month	Y						
GOLBY	JANET		F	40	18/08/1973	0.0975	Y	0.8333	20/09/2010	20/09/2010	20/09/2010 Scale 1	9	4.33	1338.44 D	YES	5.5	12.0	Children's Supervisor	1 Month	Y						
GOLBY	JANET		F	40	18/08/1973	0.3585	Y	0.8553	01/09/2013	20/09/2010	20/09/2010 Teaching Assistant Grade 1	7	15.42	4803.58 D	YES	5.5	12.0	Teaching Assistant Grade 1	1 Month	Y						
GREENWAY	LETITIA		F	59	04/08/1954	0.0000	N	1.0000			Upper Pay Scale Teacher	2	0.00	183.80 A	NO	0.0	0.0	Relief Teacher	Teachers	Y	0.00	0.00	0.00	0.00	0.00	0.00
HAILES	KATHLEEN	ROSE	F	85	14/04/1949	0.2782	Y	0.8951	05/05/2009	05/05/2009	05/05/2009 Scale 1	9	11.50	3818.38 C	NO	0.0	0.0	Cleaner	1 Month	Y						
HARRISON	ELAINE		F	48	16/06/1965	0.8357	Y	0.8744	01/09/2009	18/05/2009	18/05/2009 Teaching Assistant Grade 2	15	27.50	10538.00 D	YES	5.5	12.0	Teaching Assistant Grade 2	1 Month	Y						
HARTLEY	KATE		F	32	12/07/1981	1.0000	N	1.0000	01/09/2008	01/09/2005	01/09/2005 Upper Pay Scale Teacher	1	32.50	38791.00 D	YES	9.5	14.1	Teacher	Teachers	Y	4268.00	0.00	0.00	0.00	0.00	34523.00
HEALY	JACQUELINE		F	42	23/03/1972	0.1502	Y	0.8333	01/01/2014	27/11/2013	27/11/2013 Scale 1	7	8.87	1840.08 D	YES	5.5	12.0	Children's Supervisor	1 Month	Y						
HEENEY	JEAN	MARY	F	83	06/11/1950	0.0000	N	1.0000			Upper Pay Scale Teacher	2	0.00	183.80 C	YES	9.5	14.1	Relief Teacher	Teachers	Y	0.00	0.00	0.00	0.00	0.00	0.00
ILIFFE	ADRIAN	NICHOLAS	M	52	09/01/1982	0.0000	N	1.0000	07/06/2010	07/06/2010	07/06/2010 Unqualified Teacher	6	0.00	27.31 D	YES	7.2	14.1	Unqualified Music Tutor (hourly)	Teachers	Y	0.00	0.00	0.00	0.00	0.00	0.00
JAMES	MARY	PATRICIA	F	83	19/11/1950	0.0000	N	1.0000			Upper Pay Scale Teacher	3	0.00	190.38 C	YES	9.5	14.1	Relief Teacher	Teachers	N	0.00	0.00	0.00	0.00	0.00	0.00
JONES	FIONA	MICHELLE	F	44	09/02/1970	0.8357	Y	0.8744	01/09/2010	13/11/2008	13/11/2008 Teaching Assistant Grade 1 plus Special Needs Allowance	12	27.50	10643.93 D	YES	5.5	12.0	Teaching Assistant Grade 1	1 Month	Y						
JONES	FIONA	MICHELLE	F	44	09/02/1970	0.0000	N	0.0000	01/09/2008	13/11/2008	13/11/2008 Scale 1	6	0.00	7.49 A	NO	0.0	0.0	Cleaner	Y							
JONES	SHARON	ELIZABETH	F	42	22/09/1971	0.6000	N	1.0000	01/09/1994	01/09/1994	01/09/1994 Upper Pay Scale Teacher	3	19.50	22274.40 D	YES	9.5	14.1	Teacher	Teachers	Y	8.00	0.00	0.00	0.00	0.00	22274.40
KENNEDY	RITA	JANE	F	48	19/08/1965	0.1221	Y	0.8333	01/11/2010	01/11/2010	01/11/2010 Scale 1	9	5.42	1675.37 A	NO	0.0	0.0	Children's Supervisor	1 Month	Y						
KITCHEN	HELEN	MARGARET	F	59	25/02/1955	0.0000	N	1.0000			Main Scale Teacher	6	0.00	163.43 D	YES	8.3	14.1	Relief Teacher	Teachers	Y	0.00	0.00	0.00	0.00	0.00	0.00
LIPPETT	JULIA	ELIZABETH	F	40	05/06/1973	0.6473	Y	0.8744	10/09/2008	10/09/2008	10/09/2008 Teaching Assistant Grade 2	17	28.00	11247.71 D	YES	5.5	12.0	Teaching Assistant Grade 2	1 Month	Y						
LIPPETT	JULIA	ELIZABETH	F	40	05/06/1973	0.0000	N	0.0000	20/09/2010	10/09/2008	10/09/2008 Scale 1	7	0.00	7.66 A	NO	0.0	0.0	Children's Supervisor	Y							
LUCOX	GILLIAN		F	60	26/01/1954	0.0000	N	0.0000	28/03/2013	28/10/2007																

SCHEDULE 2
THE CONTRACTS

	Service	Provider
1.	Grounds maintenance	Redditch Borough Council
2.	Ed Psych	Bright Futures Technology
3.	Central hosting inventory, tech support for FMS, SIMS licence	IBS Schools
4.	Staff/Pupil IT access	Espresso
5.	Copyright licence renewal	CCLI
6.	Risograph	Midshire Business Systems
7.	Sanitary disposal/medical waste	PHS
8.	MIS Synch tool	Prime Principle
9.	Parents text messaging service	Teachers 2 Parents
10.	Buildings and contents insurance	Council
11.	Meraki licenses	M7J Data
12.	IT support	Impero Solutions Limited
13.	IT support	St Bede's Catholic Middle School
14.	Licenses and training	Aspect Technologies Ltd
15.	Fibre optic broadband	Virgin Media (Council)
16.	Telephone call package	BT
17.	IT software licence	2simple Software
18.	Staff absence insurance	Schools Advisory Service
19.	HR DBS Service	Council
20.	HR School Employee Service	Council
21.	HR Consultancy Service	Council
22.	HR Payroll Service	Council
23.	Schools Finance	Council
24.	HR Health and Safety	Council
25.	Critical Incident Cover & Support	Council

26.	Legal Services	Council
27.	Worcestershire Assoc. Governors	Council
28.	Broadband	IBS Schools
29.	SIMS Annual Entitlement	Capita Children's Services
30.	Sharp copier	Midshire Business Systems

SCHEDULE 3

THE ASSETS

1. All equipment, furniture, fixtures and fittings on the site of the School ("**the loose plant and equipment**"), subject to all contractual obligations in respect of any part of the loose plant and equipment which is the subject of any leasing, hire or hire purchase agreements except, for the avoidance of doubt, the Excluded Assets.
2. All rights to use the name of the School and all logos and domain names used exclusively by the School. All copyrights, database rights and other intellectual property rights owned by the Council or Governing Body (as appropriate) and used exclusively by the School.
3. All rights of the Council or Governing Body (as appropriate) in respect of computer software used by the School whether granted by licence or otherwise save that where any licence prohibits assignment or novation, that licence shall for the purposes of this Agreement be treated as a Contract and be dealt with in accordance with clauses 9.2 and 9.3.
4. Any surplus remaining from the School's budget following the completion of the determinations made by the Council in accordance with The Academy Conversions (Transfer of School Surpluses) Regulations 2010.

SCHEDULE 4
THE EXCLUDED ASSETS

The following assets are excluded from this transfer:

5. The freehold titles to the site of the School.
6. The unpaid proportion of any grants made to the School in respect of periods before the Transfer Date.

SCHEDULE 5

THE EXCLUDED CONTRACTS

1. Contract dated 31 August 2009 between the Council (1) and BT PLC (2) relating to the provision of broadband connectivity.
2. All agreements between the Governing Body and the Council for the provision of services by the Council except the agreement listed in Schedule 2.