

Teacher (other than deputy or headteacher)  
full- or part-time (including fixed term)  
Voluntary Aided or Foundation School

Dated \_\_\_\_\_ of \_\_\_\_\_

## CONTRACT OF EMPLOYMENT

between the GOVERNING BODY of

\_\_\_\_\_ School

and \_\_\_\_\_

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# CONTRACT OF EMPLOYMENT

This Contract of Employment incorporates the written statement of particulars of employment which is required by the Employment Rights Act 1996.

1. Details of Parties      EMPLOYER: The Governing Body of \_\_\_\_\_  
 \_\_\_\_\_ School  
 of \_\_\_\_\_  
 \_\_\_\_\_ (“the Governing Body”)

EMPLOYEE: \_\_\_\_\_  
 of \_\_\_\_\_  
 \_\_\_\_\_ (“the Teacher”)

2. Details of Appointment  
Delete as appropriate.  
 See Note on p 7.

JOB TITLE: \_\_\_\_\_

Full-time/Part-time

Your job description is attached. It may be subject to annual review after consultation with you.

3. Commencement of Employment  
This will be the date from which the Teacher first started paid employment at the school and may differ from the date on which the Contract is signed.  
 See note on p 7. The words in square brackets [] should be deleted unless the appointment is for a fixed term.

This appointment commences on the \_\_\_\_\_ day of \_\_\_\_\_  
 [and will terminate on the \_\_\_\_\_ day of \_\_\_\_\_  
 The reason for this fixed term is \_\_\_\_\_  
 \_\_\_\_\_]

[3A. Induction Arrangements  
See note on p 7. This clause should only be included in a contract for a newly qualified teacher in England to whom the 1999 regulations apply. In all other cases it should be deleted.

Your employment is subject to the satisfactory completion of your induction period, including any extension thereof, as defined in the Education (Induction Arrangements for Teachers) (England) Regulations 1999 and any statutory modification thereof. In the event that the Appropriate Body as defined in the Regulations decides that you have failed satisfactorily to complete the induction period, unless you successfully appeal against that decision your employment will automatically terminate on:

- (i) if you do not appeal against the decision, the earlier of the fifth working day (as defined in the Regulations) after the time limit for appeal under the Regulations has expired and the fifth working day after you give to the Headteacher written notification that you do not intend to appeal or,
- (ii) if you appeal against the decision and your appeal is dismissed, the tenth working day after the appeal body makes its decision.]

4. Continuous Service  
See note on p 7 and delete as appropriate. Any previous service with another maintained school within the same LEA or with the LEA itself will normally be deemed to be continuous service.

For purposes of establishing statutory employment rights, [your period of continuous service commenced on the \_\_\_\_\_ day of \_\_\_\_\_ ]  
 [you have no continuous service]

For the purposes of the Redundancy Payments (Local Government) (Modification) Regulations 1983 as amended, your period of continuous employment in respect of redundancy entitlement dates from \_\_\_\_\_ .

5. Place of work

Your place of work will be \_\_\_\_\_  
 \_\_\_\_\_ School (“the School”)  
 at \_\_\_\_\_  
 \_\_\_\_\_

and any other location which forms part of the premises of the School or elsewhere as may be reasonably required by the Headteacher of the School.

## 6. Hours of Work

Delete as appropriate

The statutory arrangements for working time are set out in the current School Teachers' Pay and Conditions Document.

At present as a full-time teacher you are required to be available for work up to 1,265 hours of directed time over 195 days per year.

As a part-time teacher you are required to be available for up to \_\_\_\_\_ hours of directed time over \_\_\_\_\_ days per year in accordance with the arrangements notified to you from time to time made by the Headteacher. You will not be required to work on any day for more than one consecutive period of directed time.

Any general arrangements for directed time made by the Headteacher are available at the school office. These arrangements may be reviewed annually.

## 7. Holidays

This date should be the start of the school year and may not be 1 September in some LEAs.

Your leave year commences on [1 September]. Subject to clause 6 above, your entitlement to leave coincides with periods of School closure and public holidays, details of which will be notified to you by the School from time to time. You will be paid full salary during these closure periods, unless you are receiving less than full salary arising from the application of the sick pay scheme, maternity scheme or for some other reasons specified in writing to you.

## 8. Salary

Delete as appropriate.  
See note on p 7. For part-time teachers the basis of calculation must be set out.

8.1 Your salary will be in accordance with the provisions set out in the School Teachers' Pay and Conditions Document published from time to time by the Department for Education and Employment. In so far as the Governing Body is able to award spinal salary points, your salary will be reviewed annually and you will be advised of the outcome of each such review. Any other variations in salary will be notified to you.

8.2 You will be paid monthly in arrears by credit transfer into a bank or building society account of your choice.

8.3 Your salary at the commencement of your employment will be:

Point \_\_\_\_ on the [pay spine] [pay scale for Unqualified Teachers] £ \_\_\_\_\_

Allowances: £ \_\_\_\_\_

Total pay: £ \_\_\_\_\_

## 9. Terms and Conditions of Employment

The documents in clauses 9 and 10 may be inspected at one or other of the offices of the LEA, Diocesan Board or School.

Your employment with the Governing Body is subject to and in accordance with:

- (a) the Education Acts and any Regulations made thereunder;
- (b) the School Teachers' Pay and Conditions Act 1991 and any Order made thereunder, or any enactment which may replace it including the current edition of the School Teachers' Pay and Conditions Document;
- (c) policies or procedures relating to employment which the Governing Body of the School may have adopted;
- (d) such portions of the Manual of Conditions of Service for Schoolteachers in England and Wales (known as the *Burgundy Book*) which are not inconsistent with the terms of this Contract. In the event of any conflict, the terms of this Contract shall prevail.

## 10. Local Agreements

See note on p 7.

Local Collective Agreements are not applicable unless specifically entered into by the Governing Body. Any such Agreements are listed in the First Schedule to this contract.

## 11. Notice

Length of continuous service can be ascertained by reference to clause 4.

The dates in subclauses (i) and (ii) should be the last days of the autumn, spring and summer terms respectively.

This appointment may be terminated by the following notice period, given in writing either by you or by the Governing Body:

- (i) Two months' notice expiring on [31 December] or [30 April], (or in the case of notice by the Governing Body one week for each completed year of service if you have 9 years' continuous service up to a maximum of 12, expiring on either of these dates)

or

- (ii) Three months' notice expiring on [31 August].

In the event of your Contract being terminated on giving the required notice, the Governing Body reserves the right to pay you in lieu of notice and require you not to attend at the School during the notice period. The Governing Body reserves the right to dismiss you without notice in the event of gross misconduct.

## 12. Character of School

See Note on p 7.

The second sentence can be deleted if the Teacher is not required to give religious education. The second and third sentences should be deleted for a teacher in a foundation school who is not a reserved teacher.

As a Teacher in a Church of England/Church in Wales School you are required to have regard to the Christian character of the School and its Foundation and to undertake not to do anything in any way contrary to the interests of the Foundation.

You are required, if called upon to do so by the Headteacher, to give religious education in accordance with the doctrines of the Church of England/Church in Wales and the Trust Deed of the School. You are required to take part in and lead, acts of religious worship, if required by the Headteacher.

## 13. Sickness Absence

See Note on p 7.

Entitlement to sick pay as set out in the *Burgundy Book* is based on aggregate teaching service (excluding breaks in service). Where such absence occurs you should ensure that your line manager is notified at the earliest opportunity of the absence and when your illness commenced. For absences of four and five working days you are required to complete a self-certified form. For absence beyond five working days you are required to obtain a medical statement signed by a doctor.

## 14. Pensions

Delete as appropriate. The first alternative is for full-time and the second alternative is for part-time teachers.

You are entitled to contribute to the Teachers' Superannuation Scheme [deductions will be made from salary from the date of appointment in respect of Scheme membership. However, you may choose not to contribute to the Teachers' Superannuation Scheme and may make alternative pension arrangements. If you do this, you must notify the School.]

[you must notify the School if you wish to join the Scheme and deductions in respect of Scheme membership will then be made from salary from the date on which you join the Scheme]

A contracting-out certificate is in force in respect of the Teachers' Superannuation Scheme.

## 15. Grievance Procedure

See Note on p 7.

A copy of the Grievance Procedure adopted by the Governing Body of the School and applicable to your employment may be obtained from the School Office and brief details are set out in the Second Schedule to this Contract. If you have a grievance relating to your employment at the School, you should raise it as specified in the document.

## 16. Disciplinary Procedure

See Note on p 7.

The disciplinary rules and procedures applicable to your employment are set out in the Disciplinary Procedure adopted by the Governing Body of the School. A copy of this procedure may be obtained from the School Office and brief details are set out in the Third Schedule to this Contract.

## 17. Capability Procedure

See Note on p 7.

The staff capability procedure applicable to your employment is set out in the Capability Procedure adopted by the Governing Body of the School. A copy of this procedure may be obtained from the School Office and brief details are set out in the Fourth Schedule to this Contract.

## 18. Membership of Trade Unions

You have the right to be a member of a Trade Union of your choice.

## 19. Alterations to Contract

See Note on p 8.

The Governing Body reserves the right to make non-material alterations to the terms of this Contract after consulting with you. Any such alterations will be notified to you in writing within one month of the Governing Body's decision.

There will be two identical copies of the Contract, each signed by both parties.

SIGNED \_\_\_\_\_  
Chair/Clerk  
For and on behalf of the Governing Body of the School

SIGNED \_\_\_\_\_ Teacher

## FIRST SCHEDULE

The Governing Body should list the Local Agreements referred to in clause 10.

The full explanation of the following schedules can be found in “*Grievance and Discipline Procedures for employees in Voluntary Aided and Foundation Schools*” and “*Capability Procedures for employees in Voluntary Aided and Foundation Schools*” copies of which are available in the school office.

## SECOND SCHEDULE

Summary of grievance procedure

A	B	C
Stage	Description of action	Time
1 informal	● informal meeting of senior member of staff or HT with grievant after meeting requested by grievant;	5 sd *
2 formal	● HT meets grievant after receipt of written grievance or complaint;	5 sd
3 formal	● if grievance is continued after the meeting with the HT, grievant writes to clerk to the GB asking for a GB committee to hear the grievance;	10 sd
4 formal	● GB committee meets to hear the grievance after written request received by clerk; ● notice given to parties involved in GB committee hearing; ● copies of documents sent before the meeting to parties involved in hearing.	15 sd 10 sd 5 sd

\* school days

If you are not satisfied with the decision of the committee you may appeal to the governing body within 10 days of notification of the decision.

## THIRD SCHEDULE

### Summary of stages in disciplinary procedure

Stage	Procedure	People involved
informal	<ul style="list-style-type: none"> <li>informal oral warning;</li> <li>informal note on file for 6 months;</li> </ul>	<ul style="list-style-type: none"> <li>headteacher and employee</li> </ul>
1 formal	<ul style="list-style-type: none"> <li>formal oral warning;</li> <li>notes of meeting placed on file;</li> <li>warning remains on file for 6 months;</li> </ul>	<ul style="list-style-type: none"> <li>employee and friend</li> <li>headteacher and friend</li> <li>LEA and DB** provide advice</li> </ul>
2 formal	<ul style="list-style-type: none"> <li>1st written warning;</li> <li>notes of meeting and signed copy of warning placed on file;</li> <li>warning remains on file for 12 months;</li> </ul>	<ul style="list-style-type: none"> <li>clerk to the governing body</li> <li>committee of at least 3 governors</li> <li>employee and friend</li> <li>headteacher and friend</li> <li>LEA and DB provide advice</li> </ul>
3 formal	<ul style="list-style-type: none"> <li>final written warning;</li> <li>record of meeting and signed copy of warning placed on file;</li> <li>warning remains on file for 24 months*;</li> </ul>	<ul style="list-style-type: none"> <li>clerk to the governing body</li> <li>committee of at least 3 governors</li> <li>employee and friend</li> <li>headteacher and friend</li> <li>LEA and DB provide advice</li> </ul>
4 formal	<ul style="list-style-type: none"> <li>governors' disciplinary/dismissal committee considers what action to take, including whether to dismiss.</li> </ul>	<ul style="list-style-type: none"> <li>clerk to the governing body</li> <li>committee of at least 3 governors</li> <li>employee and friend</li> <li>headteacher and friend</li> <li>LEA and DB provide advice</li> </ul>

\* may remain permanently for some serious cases

\*\* diocesan board

If you are not satisfied with the decision of the committee you may appeal to the governing body within 10 days of notification of the decision.

## FOURTH SCHEDULE

### Summary of capability procedure

Stage	Procedure	People involved
informal	<ul style="list-style-type: none"> <li>informal oral warning;</li> <li>informal notes made of discussion which would include details of further support, targets proposed, monitoring and success criteria, timescale;</li> </ul>	<ul style="list-style-type: none"> <li>headteacher and employee</li> </ul>
1 formal	<ul style="list-style-type: none"> <li>review of progress;</li> <li>oral warning and setting of targets agreed by all parties, which should be confirmed in writing;</li> <li>additional support agreed;</li> <li>inform chair of GB;</li> </ul>	<ul style="list-style-type: none"> <li>headteacher and senior colleague and friend</li> <li>employee and friend</li> <li>LEA and DB* advice</li> </ul>
2 formal	<ul style="list-style-type: none"> <li>review of progress;</li> <li>1st written warning;</li> <li>setting of targets agreed by all parties, which should be confirmed in writing;</li> <li>additional support agreed;</li> </ul>	<ul style="list-style-type: none"> <li>headteacher and senior colleague</li> <li>employee and friend</li> <li>LEA and DB advice</li> </ul>
3 formal	<ul style="list-style-type: none"> <li>further review of progress;</li> <li>final written warning;</li> <li>setting of targets agreed by all parties, which should be confirmed in writing;</li> <li>additional support agreed;</li> <li>review of progress and decision whether to extend support, or refer to governors;</li> </ul>	<ul style="list-style-type: none"> <li>headteacher and senior colleague and friend</li> <li>employee and friend</li> <li>governor/s</li> <li>LEA and DB advice</li> </ul>
4 formal	<ul style="list-style-type: none"> <li>consideration by governors whether to set further targets or to dismiss.</li> </ul>	<ul style="list-style-type: none"> <li>clerk to the governing body</li> <li>committee of governors</li> <li>headteacher and friend</li> <li>employee and friend</li> </ul>

\* diocesan board

If you are not satisfied with the decision of the committee you may appeal to the governing body within 10 days of notification of the decision.

## NOTES RELATING TO THE CONTRACT

“Diocesan Board”

References to the Diocesan Board are to the Diocesan Board of Education or the equivalent body in your diocese.

### Clause 2

It is now a legal requirement that governing bodies provide every teacher with an assessment of their pay for September each year in accordance with the terms of the School Teachers' Pay and Conditions Document and the school salary policy. It is recommended that the job description attached to this Contract be reviewed at the same time as the annual pay assessment.

### Clause 3

This clause includes wording appropriate for a fixed term contract. Fixed term contracts should only be used in circumstances that justify not giving a permanent contract. If a fixed term contract is not renewed when it expires, that amounts in law to a dismissal and could give rise to a claim for unfair dismissal or redundancy compensation. It is therefore important that the reason for the temporary nature of the contract is discussed with the teacher at the time of appointment. Inserting the reason for the fixed term here is an acknowledgement of that reason by the teacher.

### Clause 3A

Newly qualified teachers employed after 1 September 1999 in England have been subject to the Induction Arrangements Regulations and must satisfactorily complete an induction period in accordance with the Regulations. Clause 3A applies to those teachers but should be struck out in other cases. The clause provides that the employment will automatically come to an end if the Appropriate Body decides that the induction period has not been satisfactorily completed and the teacher does not appeal or the appeal is unsuccessful.

If the teacher does not appeal, termination occurs on the fifth working day after the time for appeal has expired or the teacher has given written notification to the Head-teacher that s/he does not intend to appeal. If there is an unsuccessful appeal, termination is on the tenth working day after the appeal body makes its decision. 'Working day' is defined in the Regulations as any day other than a Saturday, Sunday or Bank Holiday.

If the contract terminates under this clause, termination is automatic and the governing body does not have to dismiss the teacher. If the induction period is satisfactorily completed the contract becomes permanent and no new contract is necessary.

Should serious issues of competence be raised during the induction period they can be dealt with under the Capability Procedure outlined in the Fourth Schedule.

### Clause 4

In order to confirm the date on which continuous service commenced, it may be necessary to refer to the previous employer or Local Education Authority. It is customary, but not mandatory, to recognise unbroken periods of service with other LEAs and schools maintained by them.

For the purposes of calculating any redundancy payment under the 1983 Regulations, service without a break (except for school holidays) between maintained school (and other bodies) counts as continuous service. For

example a teacher who had been employed by a county school, then a grant maintained school and is currently employed in a voluntary aided school, would calculate any redundancy payment from the date of employment by the county school.

### Clause 8(3)

In the case of a part-time teacher the salary must be calculated by reference to the appropriate full-time salary apportioned pro rata by the number of hours' directed time as a fraction of the full-time teacher's 1265 hours of directed time. The calculation should be set out in this clause.

### Clause 9(d)

The terms of this Contract are at present consistent with the National Agreements contained in the *Burgundy Book*. However, should future amendment to these Agreements result in a conflict with the terms of this Contract, then the terms of the Contract will prevail unless or until they are amended.

### Clause 10

Voluntary Aided schools are only bound by Local Collective Agreements if the governing body of the school has authorised the LEA to enter into such Agreements on its behalf, or has specifically entered into them itself. If the governing body has entered into any Local Agreements, these must be listed in the First Schedule to the Contract and copies made available for employees to inspect in the school office. Examples of Local Agreements are Joint Consultative Committees, Collective Dispute Agreements and agreements on additional leave of absence.

### Clause 12

The first paragraph will normally be applicable to all employees in a Voluntary Aided or Foundation school.

In a Voluntary Aided school for specialist teachers whose teaching programme will not include the giving of religious education, the second sentence can be deleted. Where a teacher may be required to give religious education, as will be the case in most primary and first schools and in some middle and secondary schools, the second sentence should be left in.

In a Foundation school the second and third sentences are only appropriate for a reserved teacher and should be deleted in other cases.

### Clause 13

Governing bodies are strongly advised to formally adopt the procedures included in *Managing Staff Sickness Absence* available from The National Society.

### Clauses 15, 16 and 17

A copy of the full grievance, disciplinary and capability procedures which form part of this Contract must be available for inspection in the school office and be reasonably accessible to the employee. The schedules give an outline of the procedure but little detail. The National Society strongly recommends that the governing body adopts the forms of grievance, discipline and capability procedures which have been published by the Society in association with this Contract.



## Clause 18

Any material alteration to an employee's contract which is made without his/her agreement will constitute a breach of contract and may result in the employee making a claim for damages to a county court and/or making a claim for unfair dismissal to an employment tribunal. However, non-material changes can be made under this provision. These will be non-contentious and probably minor in character. If in doubt legal advice should be sought. There is a body of case law that defines what is and what is not a material change.

## GUIDANCE NOTES

### 1. Outside contract

These guidance notes are designed to help governors in issuing a contract and do not form part of the contract itself.

### 2. Read by employee

It is important that the employee reads carefully the details of this contract before signing.

### 3. Preparation

The form of contract has been prepared by the National Society with the assistance of the London Diocesan Board for Schools and the Southwark Diocesan Board of Education, together with their respective legal advisers, Lee Bolton & Lee and Winckworth Sherwood. It is recommended by them for use in Voluntary Aided and Foundation schools. Teachers' Unions have been fully consulted.

### 4. Other contracts

All people working at the school are employees of the governing body, except those who provide school meals or welfare services. The governing body should ensure that all their employees are given a contract of employment with the governing body and no other contract.

### 5. Amendments

The contract may be altered if the parties wish but legal advice on any material alterations should be sought. Any amendment or deletion to the contract should be typed in before it is signed. If amendments or deletions are made by hand, they should be initialled by both parties.

### 6. Date

It is important that both copies of the contract have the same date on the cover. This may, however, not be the same date as the commencement date in clause 3 of the contract. The date of the contract must be the date of the second signature (normally the employee's) and may be before or after the commencement date. The commencement date is the date from which the employee was first paid. For example, if the contract is issued to existing staff, the commencement date may be some years previously.

### 7. Signing

For each employee, there should be two identical copies of the contract, each signed by both parties. It is recommended that both copies of the contract are signed on behalf of the school and sent to the employee, who will then sign and date them before returning one to the school and retaining the other.

### 8. Existing staff: new contracts

It is important to note that new contracts can only be issued to existing staff with their agreement. A contract

CONTRACT  
DRAWN UP BY: The National Society Church House  
Great Smith Street London SW1P 3NZ  
with Southwark Diocesan Board of  
Education 48 Union Street  
London SE1 1TD  
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cannot be imposed unilaterally. However, every effort should be made to persuade existing staff to transfer to new contracts so that all employees are on the same form of contract. Some existing employees may still be on the previous National Society or London and Southwark Boards' contracts. This contract does not worsen their terms of employment in any way but provides additional detail.

### 9. Letter of Appointment

It is normal practice that new employees are sent a letter of appointment immediately after a successful interview. The contracts will then be prepared and signed on behalf of the governing body and sent to the employee later. A sample letter of appointment is available within The National Society publication *Selecting, Appointing and Developing Staff in Church Schools* or on the Church school management website: [www.churchschools.co.uk](http://www.churchschools.co.uk).

### 10 Time limit

So long as the contract is sent within 8 weeks of the commencement of employment, there is no need for a separate Written Statement of Particulars as required by the Employment Rights Act 1996. The contract includes all those details which are required to be given to an employee and therefore the need for a separate statement is avoided.

### 11. Job-share contract

If a governing body wishes to issue a job-share contract, it should consult with its Diocesan Board of Education.

### 12. Further copies

Further copies of this contract and the grievance and discipline procedures are available from the distributors listed above. All contracts are also available on the Church school management website: [www.churchschools.co.uk](http://www.churchschools.co.uk). There are six versions of the contract:

Teacher (other than deputy or headteacher)	
full-time or part-time	VAF/1/00
Advanced Skills Teacher	VAF/2/00
Deputy Headteacher	VAF/3/00
Headteacher	VAF/4/00
Support Staff (full-time or part-time)	VAF/5/00
Clerk to the Governing Body	VAF/6/00*

\*only available on the Church school management website: [www.churchschools.co.uk](http://www.churchschools.co.uk)

### 13. Governors' copy

The Governors' signed copy of the contract should be kept in the employee's personal file in the school office.