



TEACHERS' SEVERANCE DISCRETIONS POLICY STATEMENT

This policy has been approved and adopted by the Christus Catholic Trust across all their academies and it will apply to all teachers within the Trust.

This Policy will take effect from:	Immediate
It was adopted by the Trust Board on:	September 2021
Monitored and reviewed by:	September 2022

The Christus Catholic Trust wishes to build a welcoming community of faith that has Christ at the centre, where all within our schools' communities have a love of God and a love of one another. Prayer and liturgy will shape our daily life.

Teachers' Severance Discretions Policy Statement

Employers have certain discretions under the Teachers' Pension Regulations and in other areas related to severance. This statement sets out how such discretions will be exercised.

REDUNDANCY

Category of staff	Age & Service	Statutory Redundancy payment	Discretionary Compensation (subsuming stat red payment)*	Immediate pension benefit (pension & lump sum)	Cost to Academy (although the employer is CCT, the cost will come from the actual Academy)	Paid Notice
Teachers	All ages					
	With less than 2 years continuous LG service	No	No	No	None	Yes
	With more than 2 years LG service	Yes	No	No	Redundancy Payment	Yes

*Academy to determine if payable for new staff. TUPE applies such that staff who transferred from a Maintained School where the home Authority (eg Essex) made compensation payments, are entitled to these payments, the cost of which must be borne by the Academy.

**pension strain only if under normal retirement age.

EARLY RETIREMENT

Category of staff	Type	Age & Service	Pension benefit payable	Employers consent needed	Cost to Academy <small>(although the employer is CCT, the cost will come from the actual Academy)</small>	Paid notice
Teachers	Efficiency Retirement	Age 55 and over 3 months pensionable service	Immediate pension, no reduction with employer consent or reduction without consent	Yes – The Trust will not consent to any early retirements which incur a cost	Financial strain	No
Teachers	Actuarially Reduced Benefits (ARB)	Age 55	Immediate pension with reduction	Yes – cannot be withheld beyond 6 months	None	No
Teachers	Phased Retirement (20% reduction)	Age 55+	Immediate pension with reduction where applicable	Yes	None	No

OTHER DISCRETIONS

Discretion	Policy
Pension Enhancement (Extra Service or Additional Added Years)	The Christus Catholic Trust will not grant pension enhancements under any circumstances
Waiving of pension reductions	The Christus Catholic Trust will not waive pension reductions other than on exceptional compassionate grounds*
Shared cost additional voluntary contributions (SCAVC)	The Christus Catholic Trust will not make additional voluntary contributions
Transferring of other pension after 12 months	The Christus Catholic Trust will not extend the time limit for acceptance of a transfer value, other than in exceptional circumstances where the processing of the election was delayed, other than by the employee.
Age Retirement	An employee may retire at their Normal Retirement Age (NRA) and receive benefits due at no cost to the Academy. The Teachers' Pension Scheme expects that where an employee retires and accesses their pension that they are genuinely ceasing work by reason of retirement (ie not returning to similar employment). In any case, the Trust will require a minimum 31 day break if the employee is to return to work following retirement.

*** Exceptional Compassionate Grounds**

Financial hardship alone is not deemed sufficient grounds. For the purposes of this Policy, exceptional compassionate grounds are where an ex-member has had to give up paid employment to be the sole carer for a severely disabled or seriously ill dependent, and where reasonable additional support is not viable.