

Dated

2022

- (1) ST THÉRÈSE OF LISIEUX CATHOLIC MULTI ACADEMY TRUST**
- (2) OUR LADY OF LOURDES CATHOLIC MULTI-ACADEMY TRUST**

Transfer Agreement

for the transfer of:-

Our Lady of Good Counsel Catholic Primary School, a Voluntary Academy

Our Lady of Lincoln Catholic Primary School, a Voluntary Academy

St Peter and St Paul Catholic Voluntary Academy

St Hugh's Catholic Primary, a Voluntary Academy

DATE

2022

BETWEEN:

- (1) **ST THÉRÈSE OF LISIEUX CATHOLIC MULTI ACADEMY TRUST**, a charitable company incorporated in England and Wales with registered company number 07973953 whose registered address is c/o Suite 4 The Lawn, Union Road, Lincoln LN1 3BU (**Transferor**); and
- (2) **OUR LADY OF LOURDES CATHOLIC MULTI-ACADEMY TRUST**, a charitable company incorporated in England and Wales with registered company number 07743523 whose registered address is c/o First Floor, Loxley House, Riverside Business Park, Tottle Road, Nottingham NG2 1RT (**Transferee**).

WHEREAS

- (A) The Transferor is a multi-academy trust which operates and is the proprietor of the following academies:-
 - a) Our Lady of Good Counsel Catholic Primary School, a Voluntary Academy
 - b) Our Lady of Lincoln Catholic Primary School, a Voluntary Academy
 - c) St Peter and St Paul Catholic Voluntary Academy
 - d) St Hugh's Catholic Primary, a Voluntary Academy.
- (B) The Transferor has agreed to transfer the assets, contracts and staff used by or employed at each of the academies named in recital (A) to the Transferee with effect from the Transfer Date on the terms and conditions of this Agreement.
- (C) The Transferee has carried out due diligence into the Academies and enters into this Agreement based on that due diligence and the warranties.
- (D) The parties acknowledge that the Transferor operates academies other than the Academies and shall continue to do so after the Transfer Date.

1 Interpretation

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

Academies

means:

1. Our Lady of Good Counsel Catholic Primary School, a Voluntary Academy at The Drove, Sleaford, Lincolnshire NG34 7AT;
2. Our Lady of Lincoln Catholic Primary School, a Voluntary Academy at Laughton Way, Lincoln, Lincolnshire LN2 2HE;

3. St Peter and St Paul Catholic Voluntary Academy at Western Avenue, Lincoln, Lincolnshire LN6 7SX; and
4. St Hugh's Catholic Primary, a Voluntary Academy at Woodfield Avenue, Doddington Park, Lincoln, Lincolnshire LN6 0SH;

all operated by the Transferor immediately prior to the Transfer Date pursuant to funding agreements with the Secretary of State, being the 'Academies' or the 'Academy' as appropriate;

Academy Employees means those employees of the Transferor who are assigned to the Academies and listed in the Employee Schedule;

Academy Premises means the premises occupied by the Transferor in order to operate the Academies at:

1. Our Lady of Good Counsel Catholic Primary School, a Voluntary Academy at The Drove, Sleaford, Lincolnshire NG34 7AT;
2. Our Lady of Lincoln Catholic Primary School, a Voluntary Academy at Laughton Way, Lincoln, Lincolnshire LN2 2HE;
3. St Peter and St Paul Catholic Voluntary Academy at Western Avenue, Lincoln, Lincolnshire LN6 7SX; and
4. St Hugh's Catholic Primary, a Voluntary Academy at Woodfield Avenue, Doddington Park, Lincoln, Lincolnshire LN6 0SH;

Administering Authority means a body listed in Part 1 of Schedule 3 of the LGPS Regulations 2013 which is required to hold a fund for the purposes of those Regulations;

Agreed Form means in the form agreed and initialled by or on behalf of the parties;

Assets means all property, undertaking, rights and assets, whether tangible or intangible, of whatever nature used or held by the Transferor exclusively for the purposes of operating the Academies including:

- (a) all equipment, furniture, fixtures and fittings situated at the Academy Premises which is under the control and ownership of the Transferor or any other asset purchased with restricted or unrestricted Academy funding or donations;
- (b) all rights of the Transferor in respect of computer software used exclusively for the purposes of operating the Academies whether granted by licence or otherwise (to the extent only that such software can be transferred without the consent of the software provider);
- (c) the debtors of the Transferor in respect of the Academies (whether invoiced or not);
- (d) all of the Transferor's cash in hand or at the bank relating exclusively to the Academies;
- (e) the IPR owned by the Transferor;
- (f) the Teaching Materials together with, to the extent the Transferor owns IPR in the Teaching Materials, IPR in the Teaching Materials;
- (g) the Domain Names;
- (h) the benefit and /or balance of any grants awarded in respect of any Conditional Improvement Grants or any other grants awarded to the Academies (including any interest accruing);
- (i) all rights and claims of the Transferor against third parties with respect to the Academies so far as the Transferor can assign the same during its corporate existence and the benefit of any and all claims proceedings rights against third parties and repayments arising on or before the Transfer Date in relation to the Academies;
- (j) the benefit of any policies of insurance existing up to the Transfer Date covering any liabilities of the Transferor

in respect of the Academies and of any claims pending thereunder, and

(k) the School Funds.

but excluding the Academy Premises;

Assumed Liabilities means all debts, liabilities and obligations of any nature of the Transferor relating to the Academies, the Academy Premises, the Transferring Employees and/or the Assets, including for the avoidance of doubt liabilities relating to the funding agreements entered into by the Secretary of State for Education and the Transferor and varied by the Deed of Novation and Variation, whether actual or contingent, whether or not due or outstanding on or have accrued on or after the Transfer Date, but excluding the Excluded Liabilities;

Business Information means all information know-how and technique (whether or not confidential and whatever form held) which in any way relate to any of the following:

(a) all or any part of the Assets and the Contracts; and

(b) operations, management, administration or financial affairs of the Transferor (including any accounts, business plans or forecasts, information relating to further business development or planning and information relating to litigation or legal advice)

but, in each case, only to the extent it relates exclusively to the Academies (or any of them);

Closing Budget Amount means the surplus or deficit agreed or determined for the Academies, as determined in accordance with clause 10;

Closing Statement has the meaning given to it in clause 10.1;

Completion means completion of the transfer of the Assets in accordance with clause 3;

Construction Contracts means any contracts, appointments, warranties and other documents and deeds concerning construction works at the Academies (whether past, present or future) including those listed in Schedule 2;

Contractor	means a contractor providing services to the Transferee to whom the contract of employment of any Transferring Employee is transferred pursuant to the Regulations on or after the Transfer Date;
Contracts	means any contracts, arrangements, licences or other commitments entered into by the Transferor relating exclusively to the Academies, the Assets, the Academy Premises and the Transferring Employees which are still in force at the Transfer Date including, but not limited to, those listed in Schedule 2, including the Construction Contracts but excluding any contract of insurance for the benefit of the directors of the Transferor and the St Therese Contracts;
Data Protection Legislation	means all applicable privacy and data protection laws including the General Data Protection Regulation ((EU) 2016/679) and any applicable national implementing laws, regulations and secondary legislation in England and Wales relating to the processing of Personal Data and the privacy of electronic communications, as amended, replaced or updated from time to time, including the UK GDPR, Data Protection Act 2018, the Privacy and Electronic Communications Directive (2002/58/EC) and the Privacy and Electronic Communications (EC Directive) Regulations 2003 (SI 2003/2426) and any laws that replace, extend, re-enact, consolidate or amend any of the foregoing;
Deed of Novation and Variation	means the deed of novation and variation entered into by the Transferor, the Transferee and the Secretary of State to novate the Funding Agreements to the Transferee and coming into effect on the Transfer Date;
Directive	means the Safeguarding of Employees Directive (2001/23/EC) (as amended, re-enacted or extended from time to time);
Disclosed	means fairly disclosed in writing to the Transferee with sufficient detail to identify the nature and scope of the matter disclosed by the earlier of the date of this Agreement or seven days prior to the Transfer Date. Matters within the actual knowledge of either Daniel Moore or Mary Robson shall be deemed to have been Disclosed;

Domain Names	<p>means the following domain name(s) owned by the Transferor and used in relation to the Academies:</p> <p>https://www.our-lady.lincs.sch.uk/</p> <p>https://www.ourladylincoln.lincs.sch.uk/</p> <p>https://sspp.lincs.sch.uk/</p> <p>https://www.st-hughs-catholic-primary.co.uk/</p>
Eligible Employees	<p>means the Transferring Employees who are active members of or eligible to join either the LGPS or the TPS immediately before the Transfer Date;</p>
Employee Liability Information	<p>means the information which a transferor is obliged to notify to a transferee pursuant to Regulation 11(2) of the Regulations;</p>
Employee Schedule	<p>means a list of all Academy Employees as at the date that the list is provided to the Transferee;</p>
Encumbrance	<p>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;</p>
Estimated Balance	<p>means the following sums being the parties' estimate of the amount of the Academies aggregate budget surplus for the period ending 31st May 2022 which shall include any reserves brought forward from previous financial years:-</p> <ul style="list-style-type: none"> • Our Lady of Good Counsel Surplus £366,360 • St Hugh's Deficit -£244,878 • Our Lady of Lincoln Surplus £472,298 • St Peter & St Paul Surplus; £179,686
Excluded Liabilities	<p>means:</p>

- (a) the statutory books of the Transferor;
and
- (b) all liabilities of the Transferor (if any) arising as a result of any act or omission of any of the directors or former directors which was either:
 - (1) criminal in its nature; or
 - (2) which the directors knew or recklessly disregarded whether it was a breach of trust;

Funding Agreements means the form of supplemental funding agreements relating to each of the Academies and the funding arrangements to be entered into between the Secretary of State and the Transferee, which shall form part of the Deed of Novation and Variation;

Independent Accountant a single independent chartered accountant or an independent firm of chartered accountants to be agreed upon between the parties (or in default of such agreements by the President for the time being of the Institute of Chartered Accountants in England and Wales);

Intellectual Property Rights or IPR means intellectual property rights whether registered or not, including any patents, copyright and design rights, trade marks, service marks, database rights, Domain Names, rights in passing-off and know-how, in each case relating exclusively to the Academies or any of them;

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;

Loss means all costs, claims, liabilities and expenses (including reasonable legal expenses) including without limitation any losses, liabilities or costs incurred as a result of defending or settling a claim alleging such a liability and **Losses** shall be construed accordingly;

Pensionable Employees means any employees wholly assigned to an Academy at any time when the Academy was an academy and who were members of either the LGPS or the TPS during that time;

Personnel Files	means in respect of the Transferring Employees copies of all personnel files or records relating to their employment at the Academy, 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;
Pupil Records	means the records and information held by the Transferor in respect of the pupils at the Academies;
Regulations	means The Transfer of Undertakings (Protection of Employment) Regulations 2006 (as amended or re-enacted from time to time);
Secretary of State	means the Secretary of State for Education acting if relevant through either the Department for Education or the Education and Skills Funding Agency (or any successor bodies);
School Funds	means all school funds held on trust by the Transferor in accounts operated for the sole purposes of the Academies in respect of: <ul style="list-style-type: none"> a. any fundraising activities; b. any deposits received from parents regarding, for example, school trips or lunches which will be taken after the Transfer Date; and c. any legacies, gifts or donations made in respect of the Academies;
Staffing Information	means, in respect of the Academy Employees, the information listed in Schedule 1;
St Gilbert of Sempringham	means St Gilbert of Sempringham Catholic Academy Trust, which was a company limited by guarantee with company number 08462512 whose address was Suite 4 The Lawn Union Road Lincoln LN1 3BU;
St Therese Contracts	means the contracts, arrangements, licences or other commitments entered into by the Transferor which relate to the Academies or any of them but which also relate to other schools operated by the Transferor, including, but not limited to, those listed in Schedule 4 and for the avoidance of doubt only that part

of the contract, arrangements, license or other commitment relating to the Academies;

Teaching Materials means resources or methodologies developed and used by the Academy Employees in the course of educating pupils at the Academies;

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 00.01 on 1st June 2022;

Transferring Employees means any Academy Employees whose employment transfers to the Transferee or to a Contractor on the Transfer Date pursuant to the Regulations and who are listed in the Employee Schedule;

UK GDPR means the retained EU law version of the General Data Protection Regulation ((EU) 2016/679) as it forms part of the law of England and Wales, Scotland and Northern Ireland by virtue of section 3 of the European Union (Withdrawal) Act 2018, as modified by Schedule 1 to the Data Protection, Privacy and Electronic Communications (Amendments etc) (EU Exit) Regulations 2019, as updated, superseded or repealed from the time to time.

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 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

This Agreement is conditional on the Deed of Novation and Variation being signed by the parties and the Secretary of State and being effective on or by the Transfer Date. If the Deed of Novation and Variation is not effective on or by the Transfer Date, then this Agreement will not come into effect.

3 Transfer

3.1 The Transferor transfers the undertaking of the Academies as a going concern to the Transferee together with:

3.1.1 the Assets;

3.1.2 the benefit of the Contracts; and

3.1.3 the Closing Budget Amount (as finally determined or agreed in accordance with clause 10),

subject to any Encumbrance, (which the Transferor shall use all reasonable endeavours to Disclose to the Transferee in writing prior to the date of this Agreement) and with all accrued benefits and rights attaching to them with effect from the Transfer Date, on which date all risk in and benefits attaching to them shall pass to the Transferee.

3.2 The Excluded Liabilities shall be excluded from the transfer under this Agreement.

4 Completion

4.1 At completion, the Transferor shall comply with its obligations set out in Schedule 3 and, pay an amount representing the Estimated Balance to the Transferee on the Transfer Date with the remainder of any Closing Budget Amount (as agreed or determined) being paid within ten Business Days of the Closing Budget Amounts being agreed or determined.

- 4.2 The Transferor shall on or before the Transfer Date deliver to the Transferee the Personnel Files and the Pupil Records, the Business Information and such other records of the Transferor relating exclusively to the Academies (and which it is not required to retain by law), to the extent that they are permitted to do so by Data Protection Legislation (and the Transferor shall use reasonable endeavours to ensure that it is permitted by Data Protection Legislation to deliver such information to the Transferee). Delivery shall be at the Academy Premises.
- 4.3 The Transferee undertakes to use the Personnel Files and the Pupil Records only for purposes connected with the operation and management of the Academies, the purposes for which such information was originally collected or any other lawful purposes.
- 4.4 The Transferor agrees that it will continue in its corporate existence and shall not pass a resolution for the winding up or striking off of the Transferor or present any petition for its administration or liquidation before 1st December 2022 and the Transferor shall ensure that audited accounts for the year ending 31st August 2022 are prepared and filed with the Education and Skills Funding Agency and the Registrar of Companies before the necessary deadlines.
- 4.5 The Transferor assigns, with effect from the Transfer Date, the order of the Transferee, the benefit of all warranties, undertakings and indemnities given to the Transferor in accordance with the terms of the commercial transfer agreements set out below:-
- 4.5.1 entered into by Lincolnshire Council, the governing body of the respective school and St Gilbert of Sempringham regarding the transfer of assets to the Academies on the following dates:-
- (a) Our Lady of Good Counsel Catholic Primary School, a Voluntary Academy on 19th April 2013;
 - (b) Our Lady of Lincoln Catholic Primary School, a Voluntary Academy on 17th April 2013;
 - (c) St Peter and St Paul Catholic Voluntary Academy on 16th April 2013;
 - (d) St Hugh's Catholic Primary, a Voluntary Academy on 19th April 2013; and
- 4.5.2 entered into by the Transferor and St Gilbert of Sempringham on 30th August 2018.
- 4.6 As soon as practicable after Completion, the parties shall issue a statement in the Agreed Form to the parents of pupils at the Academies informing them of the transfer of the management of the Academies to the Transferee.

5 The Academy Employees

- 5.1 The parties intend and acknowledge that the transfer of the Assets pursuant to this Agreement shall constitute a transfer to which the Directive and the Regulations apply and agree that as a consequence the contracts of

employment made between the Transferor 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 Transferee (or as the case may be a Contractor) and the Transferring Employees.

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

6 Provision of Staffing Information and Warranties

- 6.1 Without prejudice to its obligation pursuant to the Regulations to provide the Employee Liability Information, the Transferor has, on or before the date 28 days before the Transfer Date, to the extent lawfully permitted, provided the Transferee with the Employee Schedule and Staffing Information.
- 6.2 The Transferor shall on or before the Transfer Date notify the Transferee of any material change to the Employee Schedule and the Staffing Information of which it becomes aware, as soon as is reasonably practicable, and shall upon request by the Transferee meet the Transferee to discuss the information Disclosed.
- 6.3 The Transferor warrants at the date of this Agreement, but for the avoidance of doubt shall not be liable for any Losses in respect of the same, that save as Disclosed and in so far as it is aware having made due and careful enquiries:
 - 6.3.1 that the information in the Employee Schedule and the Staffing Information is complete and accurate in all material respects;
 - 6.3.2 that it is not in material breach of the contract of employment of any of the Academy Employees nor is any Academy Employee in material breach of his contract of employment;
 - 6.3.3 that none of the Academy Employees have given or received notice of termination of employment nor are any of the Academy Employees the subject of any disciplinary action nor is any Academy Employee engaged in any grievance procedure;
 - 6.3.4 that it is not engaged in relation to any Academy Employee in any dispute, claim or legal proceedings, arising under contract or common law or arising out of or relating to any statute including the provisions of the Regulations and any claim or allegation of unlawful discrimination;
 - 6.3.5 that all Academy Employees who carry out teaching are eligible to do so in accordance with the Education (Specified Work) (England) Regulations 2012;

- 6.3.6 that by the Transfer Date all Transferring Employees will have been checked through the statutory Disclosure and Barring Service (or any statutory replacement of the same); and
- 6.3.7 no facts or circumstances exist that would lead to a claim or demand by any Academy Employee or former Academy 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, personal injury, a protective award or a claim or demand of any other nature as a direct or indirect result of the act or omission of the Transferor.
- 6.4 The Transferor undertakes to the Transferee that during the period from the date of this Agreement up to and including the Transfer Date:
- 6.4.1 the Transferor shall use all reasonable endeavours to enable and assist the Transferee and such other persons as the Transferee may determine to communicate with and meet the Academy Employees and their trade union or other employee representatives;
- 6.4.2 the Transferor shall not (and shall instruct senior management at each Academy to refrain from) without the prior written consent of the Transferee:
- (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 of the Academy Employees (other than where such amendment or variation has previously been agreed between the Transferor and the Academy 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 Transferee);
 - (b) terminate or give notice to terminate the employment or engagement of any of the Academy 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 Academy who would or might as a consequence of such employment or assignment become a Transferring Employee.

7 Pensions

- 7.1 The parties acknowledge that the Transferee is a “scheme employer” for the purposes of the Local Government Pension Scheme Regulations 2013 (“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 Transferee (as the person carrying on the business of the Academies).

- 7.2 The parties acknowledge that the Transferee shall be the “employer” for the purposes of the Teachers’ Pension Scheme Regulations 2014 (“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 Transferee (as the person carrying on the business of the Academies).
- 7.3 The Transferee 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 Academies following the Transfer Date subject to the terms of the LGPS Regulations and the TPS Regulations.
- 7.4 The Transferor shall be responsible for all employer contributions payable to the LGPS and the TPS in respect of the Eligible Employees and Pensionable Employees referable to service up to and including the Transfer Date.
- 7.5 The Transferee shall be responsible for any LGPS deficit relating to the Eligible Employees and Pensionable Employees’ membership of the LGPS with effect from the Transfer Date. For the avoidance of doubt, the Transferee’s obligation under this clause extends to any LGPS deficit in respect of the Eligible Employees and Pensionable Employees’ membership of the LGPS before the Transfer Date.
- 7.6 The Transferee shall be responsible for all employer contributions payable to the LGPS (for future service) and the TPS in respect of the Eligible Employees and Pensionable Employees and any other sum due to the LGPS and the TPS in respect of the Eligible Employees and Pensionable Employees after the Transfer Date.
- 7.7 The Transferee shall:
- 7.7.1 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 and Pensionable Employees;
 - 7.7.2 promptly provide to the Transferor such documents and information which the Transferor may reasonably request in advance of any onward transfer of any person engaged or employed by the Transferee; and
 - 7.7.3 fully co-operate with the reasonable requests of the Transferor relating to any administrative tasks necessary to deal with the pension aspects of any onward transfer of any person engaged or employed by the Transferee.
- 7.8 The Transferee acknowledges that the basis on which the Administering Authority determines the value of either or both of the assets and liabilities to be notionally credited or attributed to the Transferee with effect from or at any valuation after the Transfer Date, is entirely a matter for the Administering Authority acting in accordance with its duties and responsibilities under the LGPS Regulations, and that the Transferor has no influence or obligation to attempt to influence the Administering Authority’s decision making in this regard.

8 Liabilities and apportionments

- 8.1 The Transferor shall be responsible for all emoluments and outgoings in respect of the Academy 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 but not including the Transfer Date and will pay such liabilities in the ordinary course of business prior to the Transfer Date.
- 8.2 The Transferee shall with effect on and from the Transfer Date:
- 8.2.1 assume responsibility for and pay, satisfy or perform the Assumed Liabilities on behalf of the Transferor; and
- 8.2.2 pay, satisfy or discharge all debts, liabilities and obligations incurred by the Transferee in connection with the Academies arising after the Transfer Date and the legal and accountancy costs incurred by the Transferor in preparing audited and closing accounts and the winding up or striking off of the Transferor in accordance with clause 4.4.
- 8.3 The Transferee shall with effect on and from the Transfer Date indemnify and keep indemnified the Transferor and its directors against all losses:
- 8.3.1 which the Transferor or its directors may incur after the Transfer Date in connection with the Academies and the assets, contracts and undertaking being transferred hereunder and specifically relating to the preparation of final accounts and dissolution of the Transferor; and
- 8.3.2 which the Transferor or its directors may incur as a result of the Transferee's failure to pay, satisfy or discharge the Assumed Liabilities or other amounts as stated in clause 8.2.2.
- 8.4 With effect from the Transfer Date, the Transferor shall maintain adequate insurance cover so far as it is able to do so in respect of any loss or liability it may suffer or incur in connection with any act, event, omission or circumstance relating to the Academies and occurring or arising at or before the Transfer Date until the Transferor is wound up.

9 The Assets and the Contracts

- 9.1 The Transferor assigns to the Transferee or will procure the assignment to the Transferee of all Contracts which are capable of assignment without the consent of another party on by an agreement of novation, with effect from the Transfer Date.
- 9.2 If any of the Contracts cannot be transferred to the Transferee except by an assignment made with the consent of another party or by an agreement of novation:
- 9.2.1 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;

- 9.2.2 after the Transfer Date, the parties shall use their respective reasonable endeavours at the expense of the Transferee to obtain the consent of the other party to the assignment, or to procure the novation, of the Contract; and
- 9.2.3 until the consent or novation is obtained or until the Transferor is wound up (whichever is the earlier):
- (a) the Transferor shall hold the same on trust for the Transferee and shall (at the Transferee's cost) do all such acts and things as the Transferee may reasonably require to enable due performance of the Contract and to provide for the Transferee the benefits of the Contract (including enforcement of any right of the Transferor against the other party to the Contract arising out of its termination by the other party or otherwise);
 - (b) the Transferee shall (if sub-contracting is permissible and lawful under the Contract in question), as the Transferor's sub-contractor, perform all the obligations of the Transferor under such Contract and where sub-contracting is not permissible, the Transferee shall perform such obligations as agent for the Transferor;
 - (c) the Transferor shall not take any action in respect of any such Contract without the prior written consent of the Transferee (such consent not to be unreasonably withheld or delayed); and
 - (d) unless and until any such contract is assigned or novated, the Transferor shall (so far as it lawfully may) at the Transferee's cost give all such assistance as the Transferee may reasonably require to enable the Transferee to enforce its rights under such Contract, including, providing access to all relevant books, documents and other information in relation to such Contract and in the Transferor's possession as the Transferee may reasonably require from time to time.
- 9.3 Pending the Transfer Date, possession of the Assets shall be retained by the Transferor.
- 9.4 All receipts relating to the Assets and the Contracts received by either the Transferor or Transferee from and including the Transfer Date shall belong to the Transferee.
- 9.5 The Transferor shall use all reasonable endeavours to ensure that, following the Transfer Date, the Academies continue to benefit from the services provided to them immediately prior to the Transfer Date pursuant to the St Therese Contracts.
- 9.6 The Transferee shall promptly reimburse the Transferor for all costs incurred by the Transferor in connection with the St Therese Contracts to the extent that such costs relate to the Academies.

9.7 The Transferor shall accept no liability in relation to the provision of services to the Academies pursuant to the St Therese Contracts.

9.8 The obligations set out in clause 9.5 shall terminate in relation to each St Therese Contract, upon the termination of such contract.

10 Closing statements

10.1 Within 20 Business Days of Completion, the Transferor shall deliver to the Transferee a closing statement (the **Closing Statement**) setting out the surplus or deficit (as the case may be) for the budget for the Academies (both revenue and capital), which shall include any reserves brought forward from previous financial years which shall be calculated using applying Annual Accounts Direction issued by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations (the **Closing Budget Amount**).

10.2 In the event that the Transferee does not agree with the Closing Budget Amount, the Transferee shall within ten Business Days of receipt deliver to the Transferor a written notice setting out its objections (the **Objection Notice**).

10.3 In the event that an Objection Notice is delivered by the Transferor, representatives from the Transferee and the Transferor shall forthwith meet to try and resolve such objections in good faith. Should such representatives fail to resolve such objections within 15 Business Days after either the Transferee or the Transferor has requested such resolution in writing, then the objections shall on the request of either the Transferee or the Transferor be finally determined by the Independent Accountant.

10.4 The Independent Auditor will act on the following basis:

10.4.1 the Independent Accountant shall act as expert and not as arbitrator and their decision shall (save for any manifest error or fraud) be final and binding on the Parties;

10.4.2 the Independent Accountant may determine the responsibility for meeting their costs;

10.4.3 except to the extent that the Transferee and the Transferor agree otherwise or otherwise set out in this clause, the Independent Accountant will determine their own procedures and will determine only:

(a) whether any of the arguments for the alteration of the Closing Budget Amount put forward by either the Transferee or the Transferor are correct in whole or in part; and

(b) if so, what alterations should be made to the Closing Statement and/ or Closing Budget Amount (as the case may be) in order to correct the relevant inaccuracy in it.

10.5 In the event that the Transferor makes an underpayment or overpayment in relation to the Closing Budget Amount, the Transferor and the Transferee agree to repay any such sums to the other (as appropriate).

11 General warranties

The Transferor warrants to the Transferee, but for the avoidance of doubt shall not be liable for any Losses in respect of the same, that so far as the Transferor is aware, unless Disclosed to the Transferee:

11.1 it has at all times conducted the Academies in accordance with, and has acted in compliance with all applicable laws and regulations;

11.2 neither it nor any third party is in material breach of any of the Contracts;

11.3 it is not engaged in any dispute, claim or legal proceedings, arising under contract or common law or arising out of or relating to any statute in relation to the Academies, any Asset, any Contract or the Academy Premises;

11.4 there has been no material claim, complaint or regulatory investigation relating to the Academies that has occurred during the 12 months preceding the date of this Agreement; and

11.5 the Transferor has to the best of its knowledge Disclosed all major known actual and potential liabilities relating to the Academies to the Transferee requested by the Transferee as part of the Transferee's own due diligence undertaken prior to the Transfer Date.

12 Confidentiality

12.1 Each party undertakes to the other that it will keep the contents of this Agreement confidential as between the parties and the Secretary of State except to the extent that disclosure is required by law, by regulatory body, provided to professional advisers or otherwise in the public domain (otherwise than through an unauthorised breach of this obligation).

12.2 No announcements about the transactions contemplated by this Agreement or any matter ancillary to them and no disclosure of the terms of this or any related Agreement shall unless it is a legal requirement to do so be made by any party except with the prior written consent of the other party.

13 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 Transferor nor the Transferee 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.

14 General

14.1 No forbearance or delay by either 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 invalid or illegal, 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. Neither party will have authority to make representations for, act in the name or on behalf of or otherwise to bind the other party in any way.
- 14.5 Each party will, at the request of the other party and its own cost, do (or procure others to do) everything necessary to give the other party the full benefit of this Agreement.
- 14.6 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.
- 14.7 Any notice shall be deemed to have been duly received:
 - 14.7.1 if delivered personally, when left at the address and for the contract referred to in this clause; or
 - 14.7.2 if sent by pre-paid first class post or recorded delivery, at 9.00 a.m. on the second business day after posting; or
 - 14.7.3 if delivered by commercial courier, on the date and at the time that the courier's delivery receipt is signed.
- 14.8 Warranties qualified by the expression so far as the Transferor is aware (or any similar expression) are deemed to be given to the best of the knowledge, information and belief of the Transferor after it has made due and careful enquiries of either Daniel Moore or Mary Robson.
- 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 and the documents referred to in it being in the agreed form constitute 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.

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.

IN WITNESS of which the parties or their duly authorised representatives have executed this agreement as a Deed on the date first written above.

EXECUTED AS A DEED by

ST THÈRÈSE OF LISIEUX CATHOLIC MULTI ACADEMY TRUST

acting by,

a director, in the presence of:

Director

Signature of witness:

Witness' name:

Witness' address:

EXECUTED AS A DEED by

OUR LADY OF LOURDES CATHOLIC MULTI-ACADEMY TRUST

acting by,

a director, in the presence of:

Director

Signature of witness:

Witness' name:

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:-
 - 1.2.1 full name;
 - 1.2.2 post;
 - 1.2.3 whether the employment is full or part time;
 - 1.2.4 sex;
 - 1.2.5 date of birth;
 - 1.2.6 date of commencement of service;
 - 1.2.7 notice period;
 - 1.2.8 normal retirement age;
 - 1.2.9 remuneration;
 - 1.2.10 pension;
 - 1.2.11 in respect of teachers:
 - (a) scale point or leadership group spine point;
 - (b) assimilation point for the head teacher;
 - (c) whether the employee is a post-threshold teacher;
 - (d) management, recruitment, retention and/or any other allowances payable;
 - (e) 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:-
 - 1.4.1 redundancy procedures and payments;
 - 1.4.2 redeployment procedures;

1.4.3 sickness absence and sick pay entitlements;

1.4.4 equal opportunities;

1.4.5 disciplinary matters;

1.4.6 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 the names of all trade union and other employee representatives, with the name of the trade union, the position held and how long the position was held.

2.2 Details of any trade union recognised by the Transferor, giving the date and details of the recognition agreement (and a copy if available), with brief details of current and historic labour relations and any pending negotiations.

2.3 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".

2.4 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 Transferor'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 Transferor, 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 Transferor and the Equality and Human Rights Commission, the Health and Safety Inspector and HM Revenue and Customs 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 Transferor's disciplinary or capability procedures.

4 Dismissals

- 4.1 Details of all dismissals/resignations within the last 12 months including reasons for the dismissal/resignation.
 - 4.2 Details of all employees recruited within the last 12 months.
- 5 Working Time Regulations 1998
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.
 - 6.2 Details of any health and safety complaints or recommendations or claims within the last five years.
- 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 Transferor 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 Job evaluation scheme
A copy of any job evaluation scheme.
- 10 Contractor employees
Details of any individuals employed by contractors working in the Academies.
- 11 Pension
 - 11.1 A list of all pension schemes (both occupational and personal) applicable to the employees.
 - 11.2 Details of any current or pending applications for early retirement.

Schedule 2 The Contracts

1. Our Lady of Good Counsel Catholic Primary School

<u>Title</u>	<u>Current Contract Start Date</u>	<u>End Date</u>	<u>Duration</u>	<u>Notice Date</u>	<u>Total Cost (All Time)</u>	<u>Current Year Cost</u>	<u>Type</u>	<u>Supplier</u>	<u>Description</u>
Photocopier	05/02/2020	05/02/2025	5 Years	05/11/2024	£4,265.00	£853.00	Naturally Expires	Konica Minolta	photocopiers
CPOMS	01/09/2020	01/09/2023	3 Years	01/06/2023	£1,224.00	£612.00	Automatic Rollover	CPOMS	safeguarding recording
ICT Support Contract	01/09/2020	01/09/2021	1 Year	01/06/2021	£4,501.00	£0.00	Automatic Rollover	Education Lincs	ICT Onsite support, anti virus, back up and web filtering services
Scholar Pack	01/04/2021	01/04/2022	1 Year	01/01/2022	£2,196.00	£2,196.00	Automatic Rollover	Histon House Ltd	data management system
Specialist Teacher Service	01/04/2021	01/04/2022	1 Year	01/04/2022	£2,070.00	£2,070.00	Automatic Rollover	Lincolnshire County Council	Specialist teaching for 30 hrs per annum
Security service	01/05/2021	01/05/2022	1 Year	01/05/2022	£250.00	£250.00	Automatic Rollover	Static Security Ltd	fire and security alarms
TXTround	12/05/2021	12/05/2022	1 Year	12/03/2022	£440.00	£440.00	Automatic Rollover	Sourcecloud Ltd	parent communication
Outreach	01/09/2021	01/09/2022	1 Year	01/09/2022	£8,160.00	£8,160.00	Automatic Rollover	Carre's Grammer School Trading Account	sports programme
Grounds Maintenance	01/09/2021	01/09/2022	1 Year	01/06/2022	£1,500.00	£875.00	Automatic Rollover	Malc Firth Landscapes	Monthly grounds service

School meals	01/09/2021	01/09/2022	1 Year	01/06/2022	£30,000.00	£30,000.00	Out of Contract	Willoughby Foods	School meal provider
Outreach programme	01/09/2021	01/09/2022	1 Year	01/06/2022	£8,415.00	£8,415.00	Automatic Rollover	Carre's Grammer School Trading Account	Sports and PE provision for school pupils
SEMS Maintenance package	01/09/2021	01/09/2022	1 Year	01/06/2022	£3,242.00	£3,242.00	Automatic Rollover	Lincolnshire County Council	Statutory and essential maintenance pack
Safeguard	01/12/2021	01/12/2022	1 Year	01/12/2022	£0.00	£0.00	Automatic Rollover	Safeguard	Pest control - annually only £228.80 so changed to ceased

2. Our Lady of Lincoln Catholic Primary School

Title	Current Contract Start Date	End Date	Duration	Notice Date	Total Cost (All Time)	Current Year Cost	Type	Supplier	Description
Managed Print Services Contract	24/07/2016	24/07/2019	3 Years	24/04/2019	£3,144.00	£0.00	Out of Contract	Konica Minolta	The supply, installation & maintenance of print devices including printers, photocopiers & multifunction devices.
Fresh Drinking water contract	25/01/2021	25/01/2022	12 Months	25/10/2021	£1,040.00	£520.00	Automatic Rollover	AquAid (South Yorkshire)	Contract to supply fresh plumbed in drinking water (cold)

Grounds Maintenance Contract	01/04/2021	01/04/2022	1 Year	07/01/2022	£3,300.00	£2,200.00	Naturally Expires	Town & Country Grounds Limited	Provide maintenance against an agreed scope of work to main the school grounds.
Collective Worship copyright licences	01/04/2021	01/04/2022	1 Year	01/02/2022	£0.00	£0.00	Automatic Rollover	CCLI	Collective worship copyright licences
Telephone Contract	27/06/2021	27/06/2022	12 Months	27/03/2022	£624.00	£624.00	Automatic Rollover	Best 4 Business Communications Ltd	Contract to maintain the telephone system, resolve faults, provide additional equipment as required, and provide competitive line rental and call charges.
Website Contract	25/07/2021	25/07/2022	1 Year	25/06/2022	£1,049.00	£1,049.00	Automatic Rollover	Primary Site Ltd	Contract for developing &/or maintaining the school website.
Outsourced Catering Contract	01/09/2021	01/09/2022	1 Year	01/06/2022	£53,000.00	£53,000.00	Automatic Rollover	KIDZ KITCHEN	A service that provides full outsourced catering support, from ordering food, preparing & serving meals through to ensuring the legal requirements & nutritional standards are met.
Statutory Maintenance contract	01/09/2021	01/09/2022	1 Year	01/06/2022	£3,794.00	£3,794.00	Naturally Expires	VINCIMouchel Ltd	SEMS Package that provides all property

related statutory inspections and checks

Specialist Teacher Service	01/09/2021	01/09/2022	1 Year	01/07/2022	£2,484.00	£2,484.00	Naturally Expires		Provision of 36hrs per annum
Safeguarding Software Contract	01/09/2021	01/09/2023	2 Years	01/07/2023	£1,017.00	£508.50	Automatic Rollover	CPOMS	Software for reporting & managing safeguarding issues. CPOMS
Sports Coaching	01/09/2021	01/09/2022	1 Year	01/06/2022	£4,005.00	£4,005.00	Naturally Expires	LINCOLN CITY FC SPORT and EDUCATION	Football coaching provision
Clerking Service Contract	01/09/2021	01/09/2022	1 Year	01/06/2022	£1,014.20	£1,014.20	Naturally Expires	Lincolnshire County Council	Clerking of LGB Meetings
Sports provision	01/09/2021	01/09/2022	1 Year	01/06/2022	£15,960.00	£15,960.00	Naturally Expires	Premier Sport (Actify Sports Ltd)	Teaching, after school club and PPA
ICT Support Contract	01/09/2021	01/09/2022	1 Year	01/03/2022	£4,635.00	£4,635.00	Automatic Rollover	Education Lincs	Contract for providing ICT support services.
Educational Visits Software Contract	01/09/2021	01/09/2022	1 Year	03/06/2022	£399.00	£399.00	Automatic Rollover	EduFocus Ltd	Software for managing the educational visit procedures, authorisation and risk assessments. (Evolve)
Pest Control Contract	01/09/2021	01/09/2022	12 Months	01/08/2022	£220.00	£220.00	Naturally Expires	Amicus (FM) Services	Contract to provide pest control services
Swimming tuition	04/09/2021	04/09/2022	12 Months	04/07/2022	£2,992.00	£2,992.00	Automatic Rollover	Active Nation Ltd	Swimming tuition

Managed Print Services Contract	20/09/2021	20/09/2023	2 Years	28/06/2023	£1,569.00	£784.50	Out of Contract	Konica Minolta	The supply, installation & maintenance of print devices including printers, photocopiers & multifunction devices.
ICT Curriculum software	01/11/2021	01/11/2022	1 Year	01/09/2022	£1,627.00	£1,627.00	Automatic Rollover	Discovery Education Europe Ltd	ICT curriculum software
Broadband Services Contract	05/11/2021	05/11/2023	2 Years	05/08/2023	£1,856.00	£928.00	Automatic Rollover	BT	Supply of broadband and associated management and support services
Cleaning Contract	18/11/2021	18/11/2023	2 Years	18/10/2023	£19,656.00	£4,914.00	Naturally Expires	Garner Property Care Ltd	Contract for providing daily/weekly cleaning services, equipment & materials.
Waste Disposal Contract	25/03/2022	25/03/2023	1 Year	25/02/2023	£2,000.00	£0.00	Naturally Expires		The disposal of waste items such as general waste, cardboard, glass & clinical.
Pupil Management Information System (MIS) Contract	01/04/2022	01/04/2025	3 Years	01/01/2025	£6,360.00	£2,120.00	Naturally Expires	Histon House Ltd	Software for managing pupil/parent & staff information & data. Scholarpack
Hygiene Services Contract	01/04/2022	01/04/2023	1 Year	01/01/2023	£1,395.00	£0.00	Automatic Rollover	PHS Group plc	Contract to provide hygiene (bins) waste removal services.

3. St Peter and St Paul

<u>Title</u>	<u>Current Contract Start Date</u>	<u>End Date</u>	<u>Duration</u>	<u>Notice Date</u>	<u>Total Cost (All Time)</u>	<u>Current Year Cost</u>	<u>Type</u>	<u>Supplier</u>	<u>Description</u>
Health & Safety Inspections	04/10/2015	04/10/2018	3 Years	04/08/2018	£0.00	£0.00	Naturally Expires	Tony Crowe	Health and Safety Monitoring Contract
Water Coolers	11/10/2015	11/10/2017	2 Years	11/08/2017	£4,769.16	£0.00	Automatic Rollover	Virgin Pure	Equipment Rental and Maintenance
Bins	01/09/2018	01/09/2019	1 Year	01/06/2019	£2,430.00	£0.00	Automatic Rollover	Biffa	Charge for all containers
Telephone Contract	01/09/2019	01/09/2020	1 Year	01/07/2020	£11,377.20	£0.00	Out of Contract		Contract to maintain the telephone system, resolve faults, provide additional equipment as required, & provide competitive line rental & call charges.
Classroom Control Software	05/12/2019	05/12/2022	3 Years	05/11/2022	£2,700.00	£0.00	Automatic Rollover	Impero	Moved to ceased as on a central contract that is on the TOL CR Software and support

Print Service	01/09/2020	01/09/2025	5 Years	01/05/2025	£27,500.00	£5,500.00	Out of Contract	Agilico	Print copies
Managed Print Services Contract	01/09/2020	01/09/2025	5 Years	09/06/2025	£35,024.00	£7,004.80	Naturally Expires	Siemens Financial Services Ltd	The supply, installation & maintenance of print devices including printers, photocopiers & multifunction devices.
Mini Bus	01/09/2020	01/09/2021	12 Months	01/06/2021	£0.00	£0.00	Naturally Expires	PHVC	Rental of MiniBus 69 reg
Educational Subscription	01/09/2020	01/09/2023	3 Years	01/06/2023	£8,776.00	£0.00	Automatic Rollover	Renaissance	Accelerated Reader
Visitor Management	20/03/2021	20/03/2024	3 Years	20/12/2023	£0.00	£0.00	Out of Contract	Inventry/Adept	Software and support
Parent Pay	01/04/2021	01/04/2022	1 Year	01/01/2022	£750.00	£750.00	Automatic Rollover	Parent Pay	Software and support
Educational subscription	30/04/2021	30/04/2024	3 Years	30/01/2024	£4,200.00	£1,400.00	Automatic Rollover	Flash Academy	FlashAcademy licence subscription
ICT - Hardware Lease	01/05/2021	01/05/2025	4 Years	01/02/2025	£50,008.80	£12,502.20	Naturally Expires	Dell Corporation Ltd	Lease agreement for Hardware lease - Dell Servers
Revision Materials	01/07/2021	01/10/2024	39 Months	01/07/2024	£5,036.00	£5,036.00	Automatic Rollover	GCSEPod	Software and support
Franking Machine	14/08/2021	14/08/2022	1 Year	14/05/2022	£802.39	£802.39	Automatic Rollover	Quadient	Hardware and Support
Safeguarding	01/09/2021	01/09/2023	2 Years	01/06/2023	£1,900.00	£950.00	Automatic Rollover	CPOMS	Software and support
Water monitoring	01/09/2021	01/09/2022	1 Year	01/06/2022	£761.00	£761.00	Automatic Rollover	Guardian Legionella+Hygiene	Annual Legionella water monitoring

Mini Bus	01/09/2021	01/03/2022	6 Months	19/02/2022	£3,594.00	£0.00	Naturally Expires	Arval	Rental of MiniBus x2
MIS system	01/09/2021	01/09/2022	1 Year	03/06/2022	£12,104.00	£12,104.00	Automatic Rollover	Advanced Learning	Software and support for FCF system
ePOS Tills	01/09/2021	01/09/2026	5 Years	01/06/2026	£19,315.00	£3,863.00	Out of Contract	CRBCunninghams	Rental of ePOS system (catering)
Attainment Software	01/10/2021	01/10/2022	1 Year	01/07/2022	£3,790.00	£3,790.00	Automatic Rollover	Hyperspheric Solutions	Software and support - go 4 schools Service
Web Filtering	01/11/2021	01/11/2022	1 Year	01/08/2022	£1,669.00	£1,669.00	Automatic Rollover	ekte	English subscription
Educational Subscription	15/11/2021	15/11/2022	1 Year	15/10/2022	£800.00	£800.00	Automatic Rollover	Educake	Service - changed to ceased as central contract which is on the TOL CR
Telephony	08/12/2021	08/12/2022	1 Year	08/12/2021	£0.00	£0.00	Automatic Rollover	Telcoswitch	

4. St Hugh's Catholic Primary School

<u>Title</u>	<u>Current Contract Start Date</u>	<u>End Date</u>	<u>Duration</u>	<u>Notice Date</u>	<u>Total Cost (All Time)</u>	<u>Current Year Cost</u>	<u>Type</u>	<u>Supplier</u>	<u>Description</u>
Hard Wire Testing Contract	01/03/2018	01/03/2023	5 Years	02/09/2022	£0.00	£0.00	Automatic Rollover	Test One	Contract to carry out a statutory 5-year inspection of

									electrical fixed wires.
Telephone Contract - Broadband	30/04/2018	30/04/2020	2 Years	30/03/2020	£570.00	£0.00	Out of Contract	BT	Contract to maintain the telephone system, resolve faults, provide additional equipment as required, & provide competitive line rental & call charges.
Telephone Contract - systems	01/09/2018	01/09/2020	2 Years	01/06/2020	£0.00	£0.00	Out of Contract	Complete Communications	Contract annual lease charge
Fire Alarm Contract	01/09/2018	01/09/2019	1 Year	05/03/2019	£0.00	£0.00	Automatic Rollover	Firestop Services	Contract to provide ongoing maintenance & statutory 6-month inspection of the fire alarm.

Fire Extinguishers/Equipment Contract - Risk Assessment	01/09/2018	01/09/2019	1 Year	05/03/2019	£0.00	£0.00	Automatic Rollover	Firestop Services	Contract to provide ongoing maintenance & statutory annual inspection of the fire extinguishers & equipment.
Boilers Contract	01/09/2018	01/09/2019	1 Year	01/06/2019	£408.00	£0.00	Naturally Expires	Nigel Smith	Contract to provide ongoing maintenance & statutory annual servicing of boilers.
ICT Curriculum Software	01/09/2018	01/09/2019	1 Year	01/07/2019	£0.00	£0.00	Automatic Rollover	Education City/Mathsframe/Spellodrome	Curriculum Software
Webview Admissions	01/09/2018	01/09/2019	1 Year	01/07/2019	£0.00	£0.00	Automatic Rollover		Webview Admissions
Pupil Management Information System (MIS) Contract	30/09/2018	30/09/2019	1 Year	03/04/2019	£0.00	£0.00	Out of Contract	Frog	Software for managing pupil/parent and staff information and data.

									Frog pupil data tracking.
Managed Print Services Contract - Photocopier	31/10/2018	31/10/2023	5 Years	31/07/2023	£4,000.00	£0.00	Naturally Expires	Midshires	The supply, installation & maintenance of print devices including printers, photocopiers & multifunction devices.
Photocopier	31/10/2018	31/10/2023	5 Years	31/07/2023	£5,580.00	£1,116.00	Naturally Expires	Siemens Business Systems	Contract to provide lease of Sharp photocopier
Building Services Contract	15/02/2019	15/02/2020	1 Year	15/12/2019	£0.00	£0.00	Naturally Expires	Unknown	A contract for agreed building works, the specification is against an agreed scope of work, the contract could be as a result of a

successful tender.

Pupil Management Information System (MIS) Contract	01/04/2019	01/04/2020	1 Year	01/01/2020	£0.00	£0.00	Automatic Rollover		Software for managing Wraparound Care for pupils
PAT Testing Contract	01/09/2020	01/09/2021	1 Year	01/08/2021	£350.00	£0.00	Naturally Expires	Pat Test Uk	Periodic safety testing of electrical items.
Telephone Contract - Annual maintenance.	01/09/2020	01/09/2025	5 Years	01/07/2019	£0.00	£0.00	Out of Contract	CF Corporate	Contract for rental of telephone
Display Energy Certificate Contract	30/12/2020	30/12/2021	1 Year	05/03/2019	£0.00	£0.00	Automatic Rollover	Complete Certification Ltd	Contract with an accredited energy assessor, to produce an Advisory Report (every 7 years) for your building & renew your Display Energy

									Certificate (DEC) annually.
Hygiene Services Contract	01/03/2021	01/03/2022	1 Year	03/09/2019	£0.00	£0.00	Automatic Rollover	Citron Hygiene	Contract to provide hygiene (bins) waste removal services.
Legionella Risk Assessment Contract, testing and precautions.	01/04/2021	01/04/2022	1 Year	01/09/2019	£0.00	£0.00	Automatic Rollover	Guardian Hygiene Services	Contract to carry out an inspection of water systems, recommended to be carried out at least every 2 years, & any time there is a significant change or modifications to water systems.

Fire Extinguishers/Equipment Contract - Extinguishers	01/04/2021	01/04/2022	1 Year	01/03/2022	£1,000.00	£1,000.00	Automatic Rollover	Firestop Services	Contract to provide ongoing maintenance & statutory annual inspection of the fire extinguishers & equipment.
Specialist Teaching	01/04/2021	01/04/2022	1 Year	01/02/2022	£7,245.00	£7,245.00	Automatic Rollover	Lincolnshire County Council 69 hours per annum	Contract to provide Specialist Teaching in School Services
Pupil Management Information System (MIS) Contract	01/04/2021	01/04/2022	1 Year	01/01/2022	£2,200.00	£2,200.00	Naturally Expires	RM Integris	Software for managing pupil/parent and staff information and data. Integris for pupils and staff.

Telephone Contract - calls	01/05/20 21	01/05/20 22	1 Year	01/03/20 22	£836.00	£836.00	Automatic Rollover	Enreach	Contract to maintain the telephone system, resolve faults, provide additional equipment as required, & provide competitive line rental & call charges.
Staff Absence Insurance Contract	08/06/20 21	08/06/20 22	1 Year	08/05/20 22	£5,236.00	£5,236.00	Automatic Rollover	SAS	Insurance cover for unexpected staff absence
Outsourced Catering Contract	01/09/20 21	01/09/20 22	1 Year	21/07/20 22	£48,000.0 0	£48,000.0 0	Automatic Rollover	Good Lookin Cookin	A service that provides full outsourced catering support, from ordering food, preparing and serving meals through to ensuring the

									legal requirements and nutritional standards are met.
Nursery Milk	01/09/2021	01/09/2022	1 Year	01/07/2022	£750.00	£750.00	Automatic Rollover	Cool Milk cost depends on number of fsm pupil uptake	Agreement to supply free nursery milk to under fives
Minibus Fuel	01/09/2021	01/09/2022	1 Year	01/07/2022	£7,500.00	£7,500.00	Automatic Rollover	Allstar	Contract to provide cards for Minibus Fuel
Waste Removal Contract	01/09/2021	01/09/2022	1 Year	01/07/2022	£3,100.00	£3,100.00	Automatic Rollover	Blue Castle	Contract to provide waste & recycling (bins) removal services.
PPA cover	01/09/2021	01/09/2022	1 Year	01/08/2022	£16,072.00	£16,072.00	Automatic Rollover	Lincoln City Football Sports Partnership	Annual PPA cover
ICT Support Contract	01/09/2021	01/09/2022	1 Year	01/07/2022	£4,635.00	£4,635.00	Automatic Rollover	Education Lincs	Contract for providing ICT support services.

Teaching support & Training	01/09/2021	01/09/2022	1 Year	01/08/2022	£1,233.00	£1,233.00	Automatic Rollover	Kyra Teaching Alliance	Contract to provide school improvement training and support
Clerking service	01/09/2021	01/09/2022	1 Year	01/07/2022	£1,530.00	£1,530.00	Naturally Expires	Lincolnshire County Council	Contract to provide Clerking Services
Swimming lessons	01/09/2021	01/09/2022	1 Year	01/07/2022	£3,570.00	£3,570.00	Automatic Rollover	Active Nation Lincoln	Contract to provide Primary School Swim lessons
Fire Alarm Contract	01/09/2021	01/09/2022	1 Year	01/03/2020	£0.00	£0.00	Automatic Rollover	Firestop Services already recorded above	Contract to provide ongoing maintenance & statutory 6-month inspection of the fire alarm.
Hygiene Services Contract - Air Sanitisers	01/09/2021	01/09/2022	1 Year	05/03/2019	£0.00	£0.00	Automatic Rollover	Powersolve	Contract to provide hygiene (bins) waste removal services.

Emergency Lighting Contract	01/09/20 21	01/09/20 22	1 Year	05/03/20 19	£0.00	£0.00	Automatic Rollover	Firestop Services	Contract to provide ongoing statutory inspection of the emergency lighting. Provide maintenance against an agreed scope of work to maintain the school grounds.
Grounds Maintenance Contract	03/09/20 21	03/09/20 22	1 Year	04/03/20 20	£0.00	£0.00	Automatic Rollover	Pompa Garden Services	5 Year Lease for Server
ICT Support Contract	01/11/20 21	01/11/20 26	5 Years	01/08/20 26	£14,800.0 0	£2,960.00	Naturally Expires	Technology Rentals/Education Lincs	Contract to provide Readwriter Spelling Software for managing pupil/parent & staff information & data. Scholarpack
Curriculum subscription	04/11/20 21	04/11/20 22	1 Year	04/09/20 22	£979.00	£979.00	Naturally Expires	3P Learning Limited	
Pupil Management Information System (MIS) Contract	01/04/20 22	01/04/20 25	3 Years	01/01/20 25	£7,302.00	£0.00	Automatic Rollover		

Schedule 3 Transferor's Actions and Obligations at Completion

- 1 The Transferor shall deliver, or procure delivery, to the Transferee of, or make available to the Transferee:
 - 1.1 physical possession of all the Assets capable of passing by delivery, with the intent that title in such Assets (subject to any Encumbrances) shall pass by and upon such delivery;
 - 1.2 such conveyances, transfers, assignments and novations together with the requisite notices, licenses, documents of title and relevant consents as may be necessary to vest in the Transferee title to all of those Assets which are not transferable by delivery and which will permit the Transferee to enter into and take possession of the Assets, including without limitation:
 - 1.2.1 duly executed conveyances, assignments, licenses and other documents in the Agreed Form necessary to vest title in the Academy Premises in, or (where appropriate) transfer the freehold of the Academy Premises to, the Transferee;
 - 1.2.2 all such consents as the Transferee may require to vest in the Transferee the full benefit of the Assets;
 - 1.2.3 (to the extent held) the title deeds relating to the Academy Premises and all invoices, policies, premiums, receipts, maintenance contracts, health and safety files and other accounts relating exclusively to the Academy Premises;
 - 1.2.4 all documents of title, certificates, deeds, licences, agreements and other documents relating to the IPR.
 - 1.3 all national insurance and PAYE records in respect of the Transferring Employees, and all records required to be kept under the Working Time Regulations 1998;
 - 1.4 all documents and other materials and media on which all Business Information is recorded.
 - 1.5 such irrevocable instructions to the bank(s) of the Transferor as may be necessary to procure the automatic transfer to the Transferee of any payments that may be made for the benefit of the Academies to such bank(s) after the Transfer Date;
 - 1.6 a copy of the minutes of a meeting of the board of directors of the Transferor authorising the execution by the Transferor of this Agreement and all other documents ancillary to it or the transactions contemplated herein, and appointing the relevant signatory or signatories to execute this Agreement and any such other documents on the Transferor's behalf;
- 2 With effect from the Transfer Date, the Transferor shall transfer the Domain Names to the Transferee.
- 3 Prior to the Transfer Date, the Transferor shall purchase adequate insurance cover in respect of any loss or liability it may suffer or incur in connection with any act, event, omission or circumstance relating to the Academies and occurring or arising

at or before Completion until the Transferor is wound up in accordance with clause 4.4.

Schedule 4 - St Therese Contracts

<u>Title</u>	<u>Initial Contract Start Date</u>	<u>Current Contract Start Date</u>	<u>End Date</u>	<u>Duration</u>	<u>Notice Date</u>	<u>Total Cost (All Time)</u>	<u>Annualised Cost</u>	<u>Current Year Cost</u>	<u>Total Cost (Current Contract)</u>
Rent of Building (heating, electricity, maintenance)	01/09/2018	01/09/2018	01/09/2023	5 Years	01/03/2023	£60,940.00	£12,188.00	£12,188.00	£12,188.00
Every Business management contract	01/01/2019	01/01/2019	01/01/2024	60 Months	01/11/2023	£24,600.00	£4,920.00	£4,920.00	£4,920.00
External Audit Contract	01/09/2019	01/09/2019	01/09/2024	5 Years	01/03/2024	£121,500.00	£24,300.00	£24,300.00	£24,300.00
Budgeting Software Contract	01/09/2019	01/09/2019	01/09/2022	3 Years	01/06/2022	£20,375.00	£6,791.67	£6,791.67	£6,791.67
Attainment tracking software	01/05/2019	01/05/2020	01/05/2021	1 Year	01/04/2021	£0.00	£0.00	£0.00	£0.00
Service Level Agreement contract	01/09/2018	01/09/2020	01/09/2021	1 Year	01/08/2021	£6,000.00	£6,000.00	£6,000.00	£6,000.00
Every Condition & Project Management Contract	22/10/2022	22/10/2020	22/10/2025	60 Months	22/07/2025	£18,450.00	£2,952.00	£2,952.00	£2,952.00

Internal Audit Contract	24/11/2020	24/11/2020	24/11/2023	3 Years	24/08/2023	£38,700.00	£12,900.00	£12,900.00	£12,900.00
Professional Subscription	01/07/2021	01/07/2021	01/07/2022	1 Year	01/06/2022	£1,027.00	£1,027.00	£1,027.00	£1,027.00
Software Licenses	01/08/2021	01/08/2021	01/08/2022	1 Year	01/05/2022	£15,553.00	£15,553.00	£15,553.00	£15,553.00
HR Software	01/09/2021	01/09/2021	01/09/2024	3 Years	31/08/2024	£8,500.00	£2,833.33	£2,833.33	£2,833.33
EAP Contract	02/09/2019	01/09/2021	01/09/2022	1 Year	01/06/2022	£2,660.50	£2,660.50	£2,660.50	£2,660.50
LCC School support Service	01/09/2020	01/09/2021	01/09/2022	1 Year	01/08/2022	£14,399.00	£14,399.00	£14,399.00	£14,399.00
Professional Subscription	01/09/2020	01/09/2021	01/09/2022	1 Year	01/08/2022	£7,577.00	£7,577.00	£7,577.00	£7,577.00
Trust Governor Contract	11/09/2018	30/09/2021	30/09/2022	1 Year	30/08/2022	£4,700.00	£4,700.00	£4,700.00	£4,700.00
Telephone Contract	01/11/2019	01/11/2021	01/11/2022	1 Year	01/08/2022	£9,765.36	£8,448.00	£8,448.00	£8,448.00
Trust meal provision	01/11/2021	01/11/2021	01/11/2024	3 Years	01/05/2024	£0.00	£0.00	£0.00	£0.00
Health and Safety inspection	27/11/2021	27/11/2021	31/08/2023	642 Days	31/05/2023	£21,000.00	£5,116.82	£5,116.82	£5,116.82