



CONTINUOUS SERVICE POLICY

[applies to all Trust employees]

1. Introduction

Continuous service refers to an unbroken period of employment with one employer. The length of continuous service gives certain rights to employees, including:

- Maternity pay
- Right to request flexible working
- Redundancy pay

Continuous service is calculated from the first day of employment with the Trust, unless it is agreed that service with a previous employer will be accepted, as outlined in section 3.

2. Scope

This policy applies to all employees of Birmingham City University Academies Trust (BCUAT), including employees working in academies operating as part of the Trust and all Head Office employees.

3. Previous service

The Trust will accept as continuous any unbroken service with the following employers where this service is immediately prior, with no break, to employment with the Trust:

- a. Universities in the United Kingdom
- b. Further Education Corporations
- c. Maintained schools, academies, free schools and independent schools in the UK

Service with another employer acquired as part of a TUPE transfer will be treated as continuous.

Service with any other employer will not to be counted as continuous.

Owner of Policy	Human Resources
Legislation Status (Statutory / Non-Statutory)	Non-Statutory
Date Ratified and Version Number	29.11.2016 v2.0
Date to be reviewed	September 2017