



Early Retirement of Teachers Policy

1. Terms of Reference

1.1 For all teaching staff employed by Cotswold Beacon Academy Trust (CBAT).

1.2 Definitions:

“Academy school” refers to any academy or school within Cotswold Beacon Academy Trust (CBAT).

“Headteacher” refers to the Headteacher of the academy school and also refers to any other title used to identify the Headteacher, where appropriate, or other senior manager delegated to deal with the matter by the Headteacher.

The term “senior manager” refers to any member of the Senior Leadership Team other than the Headteacher.

“Governing Body” or “Governors” refers to the School Development Board of the academy school who are responsible for implementing the policy within their setting.

2. Early Retirement of Teachers

On the advice of the Trust’s current HR provider, at their meeting of 30th September 2020, Trustees of Cotswold Beacon Academy Trust agreed that until further notice National Guidance will be followed with regards to the Early Retirement of Teachers. The employment rights of staff relative to the National Terms and Conditions will be kept under review.