

Please note that the proposed timeline and associated actions outlined are subject to change depending on the outcome of the consultation process. We remain committed to engaging in a genuine and meaningful consultation, and will consider any reasonable alternatives, suggestions, or feedback provided by union representatives and affected employees. Any adjustments to the process or proposed measures will be communicated as and when required.

Initial Union Engagement (Day 0–1 – 15/05/2025)

Objective: Open formal consultation with the union

- Hold a formal meeting with union representatives
- Present:
 - Business rationale and proposals
 - Overview of affected areas and roles
 - Timeline and process
 - Support available for affected employees
- Share consultation documentation
- Agree on format and frequency of meetings

Collective Consultation Period (15/05/2025 - 25/06/2025)

Objective: Meaningful consultation and exploration of alternatives – Liverpool Hope is committed to full and meaningful consultation to discuss the proposed redundancies, to consult ways of avoiding the dismissals, reducing the number of employees to be dismissed and mitigating the consequences of any dismissal that may take place.

- Regular structured meetings with union reps (TBD)
- Discuss and review:
 - Alternatives to redundancy
 - Union Counter proposals
 - Potential Redeployment opportunities
 - Voluntary redundancy (if applicable)
 - Employee suggestions and proposals following individual consultations and email responses
 - Counter proposals reviewed on continuing basis

- Adjust plans where reasonable based on union input

Employee Consultation (To run concurrently: Day 18/05/2025 – 25/06/2025)

Objective: Engage with individual employees

- Begin individual consultation meetings (after union's initial feedback)
- Provide letters to at-risk staff outlining proposal and next steps
- Offer 1:1 meetings to discuss individual impact, alternatives, and concerns
- Continue to provide access to support services (e.g., EAP)

Review and determine whether agreement has been reached, and or all options fully exhausted (Day 26/06/2025 onward)

Objective: Conclude consultation, make decisions, and implement

- Review all feedback from the consultation
- Make final redundancy selections based on fair and objective criteria (criteria tbd)
- Issue outcome letters
- Begin notice periods (as per contract or statutory)
- Initiate redeployment or redundancy support
- Process final payments, including redundancy pay if eligible

Key Considerations for Union Presentation

- Emphasise commitment to a genuine and meaningful consultation
- Highlight support measures in place for affected employees
- Provide a clear explanation of the rationale (financial, structural, operational)
- Be transparent about timelines and decisions yet to be made
- Stay open to feedback and change where reasonable

We wish to reaffirm our commitment to a genuine and meaningful consultation with union representatives throughout this process. We recognise the importance of working collaboratively to explore all viable alternatives to redundancy and to support affected employees wherever possible. We will provide full transparency regarding the rationale for the proposed changes and ensure clear communication around timelines and any decisions that are yet to be finalised. We remain open to all constructive feedback and are prepared to consider any reasonable proposals or amendments put forward during the consultation period.