



# COMPASS EDUCATION TRUST LTD

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10 February 2021

To: All Employees of The Appleton School, The Billericay School, The Bromfords School and Woodlands School

Dear Colleague

## **Re: Multi Academy Trust Proposal**

The Billericay School and The Bromfords School have successfully worked together since becoming part of the Compass Education Trust. Just down the road, Appleton and Woodlands have also been successfully working together. Over the last few months the boards have been in discussions regarding the possibility of merging to create a bigger Trust and therefore bringing greater economies of scale, greater opportunities for staff to work in a larger trust and greater opportunities to become involved in school improvement in our local area. The Trusts have now unanimously agreed to begin a consultation process on forming a larger Trust through a merger with Compass Education Trust which consists of The Billericay School and The Bromfords School. This would result in Ahson Mohammed (Head of Billericay and CEO of Compass Education Trust) being appointed as CEO of the enlarged Trust.

The Regional Schools Commissioner (Department for Education) has been informed that this is their intention, subject to stakeholder feedback. We believe this will be to the long-term benefit of these schools and their students. The trustees are therefore now minded to proceed to full consultation with stakeholders on this issue. The final decision will be made by the RSC following the statutory consultation period for all stakeholders.

It is now our intention to undertake a full consultation before a final decision is made and this process will take place in accordance with the procedure overleaf.

Under this proposal, staff at The Appleton School and Woodlands School would transfer their employment to Compass Education Trust. There would however be no change to staff terms and conditions. All staff will be TUPEd across to the amalgamated Trust. It is emphasised that for The Billericay School's staff and The Bromfords School, there will be no legal change in employment status.

Trustees will be pleased to receive comments from staff on this matter. Letters or emails should be submitted to Manuela Gordea for the attention of the Compass Education Trust Board. Her email address is [manuela.gordea@compasstrust.org](mailto:manuela.gordea@compasstrust.org). Staff will receive a response from the combined trustees of the amalgamated Trust to the comments and questions raised.

CEO: Mr Ahson Mohammed

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The consultation period begins on 11th February 2021 and will last until 25th March 2021. Later in March the Trust board will consider comments and representations and make a final decision on whether or not to proceed. If the decision is taken to go ahead and is ratified by the Department for Education, Appleton School and Woodlands School will be integrated into an amalgamated Compass Education Trust Ltd. on 1<sup>st</sup> September 2021.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Ian Miller', with a stylized flourish at the end.

Ian Miller  
Chair of Compass Education Trust Ltd