

CONFIDENTIAL





EXPLORING ACADEMY STATUS

Wednesday 26th November 2025

WHY NOW?

LA Support has reduced

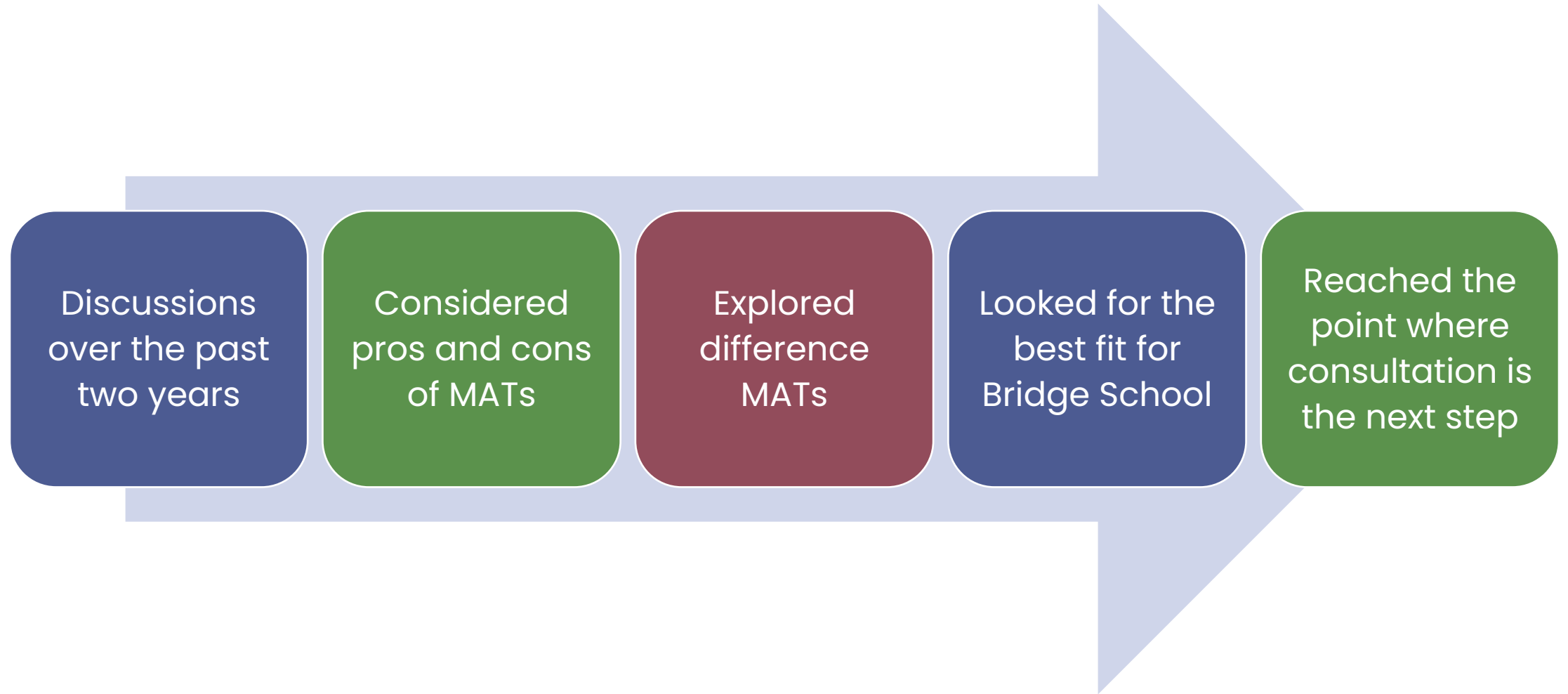
Remaining services are becoming more expensive

Increasing pressures on school budget & capacity

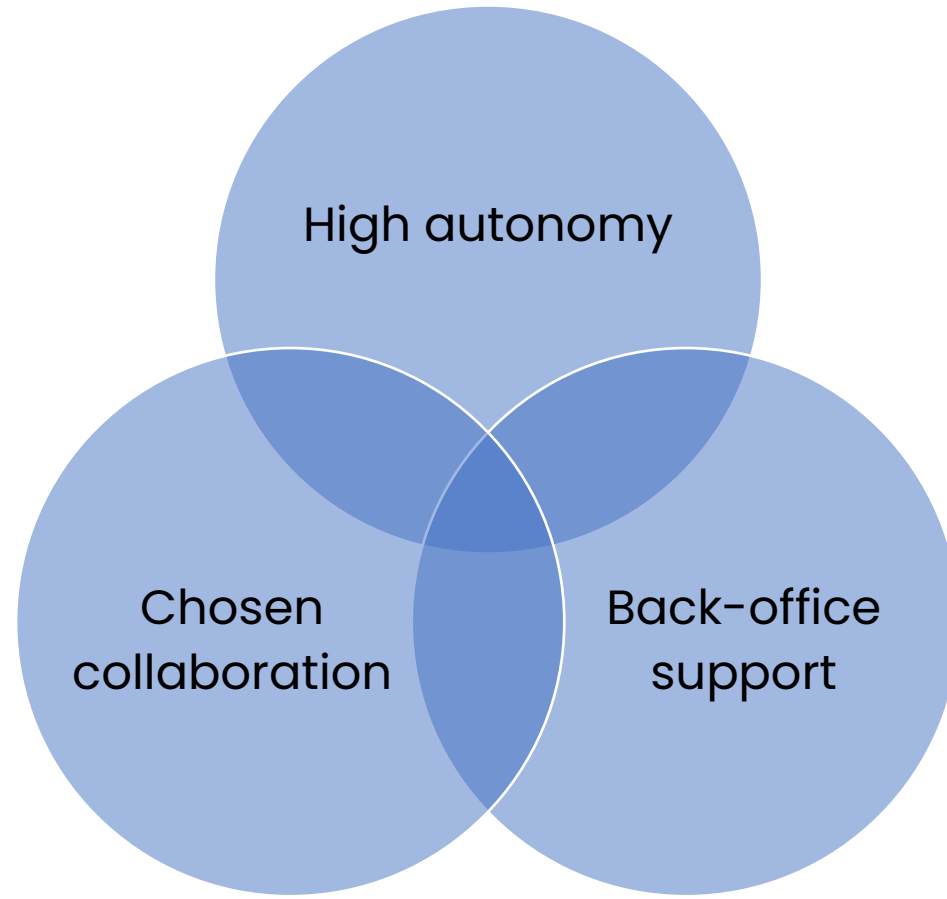
Governors want long-term stability and high-quality support

Time to explore alternatives proactively, not reactively

GOVERNORS' WORK SO FAR



WHAT GOVERNORS WERE LOOKING FOR



WHY AQUILA?

Strong reputation for supporting autonomy

Schools retain their own identity and ethos

Good track record in reducing administrative burden

Positive feedback from existing Aquila schools

Offers collaboration without mandating uniformity

WHAT WOULD AQUILA PROVIDE?

HR Support

Finance and
payroll

Estates and
premises support

Health & Safety
and Compliance

Model policies
and systems

Leadership
development and
CPD opportunities

Wider
professional
network

WHAT STAYS THE SAME?

Our school
name

Our values,
ethos &
curriculum

Our leadership
and day-to-day
practice

Staff roles and
responsibilities

Terms and
conditions (TUPE
protection)

Our community
identity

COMMON STAFF CONCERNS

- **Pay:** all teaching staff will remain on national pay levels; support staff will transfer to Aquila Pay Levels which are at least as good as Kent Scheme
- **Terms and conditions:** nothing changes in terms of sick pay, maternity, continuous service, etc. You cannot be asked to move to another school.
- **Pensions:** there are no changes to pensions – staff will remain in either the Teacher's Pension Service (TPS) or Local Government Pension Scheme (LGPS)
- **Curriculum:** Aquila do not mandate a '*one size fits all*' approach – we will continue to do what is best for our children.

WHAT CONSULTATION MEANS

- **No decision has been made**
- This is about gathering views
- Staff and parents are invited to contribute
- Transparent process
- Final decision comes later this year

HOW YOU CAN GET INVOLVED

- Attend staff information session (Wednesday 3rd December, 3.45pm)
- Submit questions or comments
- Speak directly with SLT or governors
- Review consultation materials when released
- Share honest views – supportive or cautious

TIMELINE

Monday 1st December: Consultation opens

Wednesday 3rd December: Information session with Aquila, 3.45pm

Friday 12th December: Information session with Aquila for parents, 9am

Monday 12th January 2026: Consultation closes

January/February 2026: Governors review feedback and make final decision

SUMMARY

- This is about strengthening our future
- Protecting our identity and autonomy
- Seeking better value and support
- Ensuring stability for pupils, families, and staff
- Your voice matters — please engage openly

WHAT NOW?

- Reflect
- Consider
- Question

I am the vine, you are the branches. If you abide in me and I in you, you will bear much fruit. John 15:5

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Section Title



What this
means for staff

Section Title



Will we lose our autonomy?"