

19 March 2026

Dear Parent/Carer

We are writing to let you know that INOVA Multi-Academy Trust is formally commencing a consultation on proposals relating to how operational services are organised and delivered across the Trust, including at Hillsborough Nursery & Primary School.

This work forms part of a wider Trust review of operational services and systems, with a focus on areas such as HR and people services, finance and procurement, estates and facilities, digital and IT services, catering, cleaning and wider operational leadership arrangements.

The purpose of this review is to ensure these services are sustainable, effective and consistent across the Trust, and able to support schools well over the long term. In turn, this will help ensure we are delivering the best possible education, opportunities and outcomes for our children and young people, which is our absolute priority.

Importantly, the roles being reviewed do not relate to the delivery of teaching and learning. As part of these proposals, there are no proposed changes to teaching posts, curriculum leadership, SEND, Headteachers or senior educational leadership roles. Teaching and learning in the school will therefore continue as normal throughout the consultation period.

Some operational and administrative roles across the Trust, including at Hillsborough Nursery & Primary School are included within the scope of the consultation. Colleagues in those roles are being contacted directly and supported through the formal consultation process.

We understand that organisational reviews can create uncertainty for staff and school communities, and we are committed to approaching this process with care, fairness and transparency. No final decisions have been made, and the Trust's intention is to avoid

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compulsory redundancies wherever reasonably possible. The consultation process will now allow time for feedback to be considered before any final decisions are made.

Finally, we want to reassure you that everything we do as a Trust is focused on securing the very best outcomes for children and young people. Our priority remains ensuring that pupils continue to receive a high-quality education and support in school every day.

Thank you, as always, for your continued support.

Yours sincerely,



**Lee Barber**  
CEO  
INOVA Multi-Academy Trust



**Nicola Wileman**  
Headteacher  
Hillsborough Nursery & Primary School

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