

19<sup>th</sup> May 2025

Dear Parents and Carers,

We hope you are well.

We are writing to you today to let you know about an exciting and positive development.

John Ray Infant School is one of 15 schools that are part of The Compass Partnership of Schools. Compass has always been a Trust that has been forward-thinking and its Board and senior leadership has been looking at how it can develop to both continue supporting our schools to provide a great education to the pupils and also make itself as strong and resilient for the future.

As a result, the Trustees have proposed, after careful consideration, that Compass merges with another Academy Trust, called Eko. We are very excited at the huge potential in what we can all achieve together for the children and young people in our schools as one Trust.

Both Trusts share the same values and ethos – **Compass and Eko are strong, successful and well-run organisations of similar sizes (currently 15 and 10 schools respectively) which put children and young people first, provide an excellent education to pupils, and are committed to narrowing the gap for the most disadvantaged.** They also already have a close relationship, working together on school improvement, for instance and sharing a HR service.

It is with all of this in mind that the two Trusts have decided to move ahead with the proposal to merge – so that we have the best opportunity to be both successful and secure for many years to come, while retaining the same values that have always been so important to us.

A merger would mean we will continue to be in control of our future, keep all the elements that make our schools so special and can add to what we do by sharing and learning new approaches with new colleagues.

From a legal point of view, one trust must join another, and in this case Eko would be joining Compass – but in reality this would be a merger of the two Trusts, **a partnership of equals where we will be stronger together**, can share ideas with new colleagues, develop our staff and be even better for our pupils. Eko and Compass are a great match.

We also want to be really clear that if the proposal is approved all Compass and Eko colleagues will be part of the new organisation, due to be called The Compass Eko Partnership of Schools, led collaboratively by John and Rebekah. Day-to-day operations within our schools will remain unchanged. The Headteacher, uniform, priorities and values will remain the same.

But the new organisation will also create even more opportunities for our staff teams, the chance to share best practice with new colleagues, and expand their networks and CPD journey, all in support of enhancing the educational experience for every child and young person. We hope you share our view that this is a very positive development full of potential – for our pupils, their

families, our communities and our staff. Above all, we are clear that it will lead to our schools delivering an even better quality of education and care to every child and young person.

There is plenty of work to do ahead of the proposed merger, including achieving the approval of the Department for Education, and the approval of both Boards of Trustees.

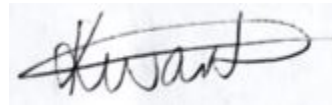
If all goes smoothly, we expect the two Trusts to come together formally from April 2026 and we will keep you fully updated as this matter progresses. Attached to this email, you will find an FAQs document that will hopefully address any questions you may have.

Of course, if you do have any further questions, you are welcome to contact us, and we will be happy to answer. Thank you again for your ongoing support, it is, as ever, greatly appreciated.

Yours faithfully,



Lisa Christian  
Headteacher  
John Ray Infant School



Karen Wark  
Chair of Governors  
John Ray Infant School



John Camp OBE  
Chief Executive Officer  
The Compass Partnership of Schools



Rebekah Iyambo  
Chief Executive Officer  
Eko Trust