

Our Ref: AMT/RNB

Wednesday 26<sup>th</sup> May 2021



Dear Q3 Community,

**Re: Proposed Merger between Q3 Academies Trust and The Mercian Trust**

Following the Stakeholder consultation period for the proposed merger between Q3 Academies Trust and The Mercian Trust, the Q3 Academies Trust Board have made the decision to vote to progress with a merger application to the Regional Schools Commissioner (RSC).

We are pleased with the outcome of the Stakeholder consultation and would like to thank everybody who participated.

While both Trusts await a hopeful positive response and approval from the RSC, we will continue to carry out all necessary due diligence on one another to ensure we remain the right fit for our communities.

If we are successful in receiving approval from the RSC then there will need to be a TUPE consultation. This is because staff who are currently employed by Q3 Academies Trust will have a new employer (The Mercian Trust). Under employment law and TUPE arrangements there will be no immediate change to pay or conditions and, as stated in the Consultation FAQs, we are not anticipating any 'TUPE measures' for staff transferring employment.

Moving forward, we will continue to keep you up to date with the progression of the proposed merger. The consultation summary report will shortly be published on your local academy's website.

We hope you have a restful half term break.

Thank you for your continued support and dedication to Q3.

Best wishes,

A handwritten signature in black ink, appearing to read 'R. Quayle', written over a light blue horizontal line.

Robert Quayle  
Chair

A handwritten signature in black ink, appearing to read 'Eric Payne', written over a light blue horizontal line.

Eric Payne OBE  
Vice Chair & Sponsor

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Q3 - Quererere | 'To seek for that which is Good, that which is Right and that which is True'