

Introduction and context

Maritime Academy Trust was established in 2016 and is now formed of 13 primary schools across South East London and Kent including schools in Greenwich, Bexley and the Medway area. Spring Trust was established in 2014 and comprises 5 primary schools in the Bromley borough. There are many similarities between the Trusts both in vision, values and ethos. Importantly, both Trusts provide support to their schools whilst respecting and valuing the unique identity and autonomy of each school.

In May 2026 the Trustees of both Trusts made a commitment to explore the possibility of a voluntary merger for Spring Trust to become part of Maritime Academy Trust following extensive discussions between the Executive teams and the Chairs of Trustees, and an application has been submitted for the DfE to consider the merger.

Both Trust Boards are now undertaking a due diligence process, and a staff TUPE consultation has been completed regarding transferring Spring staff to Maritime Academy contracts.

Stakeholder consultation

A consultation ran from Monday 15th June to Tuesday 14th July 2026 to provide opportunities for feedback from all stakeholders including parents/carers and wider partners. The feedback from the consultation was overwhelmingly supportive with 82.1% positive responses and 7.1% neutral. Please see below updated Questions & Answers covering points raised in the consultation.

Frequently Asked Questions (FAQs)

FAQ	Trust Response
What were the main positives within the consultation feedback?	• Improved outcomes for pupils through increased school improvement capacity, sharing of best practice and teaching excellence. • Greater collaboration across a larger family of schools benefiting children, families and staff. • Enhanced professional opportunities including career progression, wider expertise and stronger professional networks. • Operational and financial efficiencies, including economies of scale, increased purchasing power and better value for money. • Stronger central support in areas such as SEND, safeguarding, HR, recruitment, estates and operations. • Increased organisational resilience and long-term sustainability.
What concerns were raised in the consultation?	The main query raised in the consultation related to concerns about a loss of local accountability through greater centralisation of decision-making, and the reduced influence of parents, staff and local communities. Maritime currently has 13 schools and relationships between Headteachers and colleagues are known for being collaborative, caring and supportive. Due to the distance between schools, the Trust provides opportunities for all staff to come together both online and in person and also to benefit from smaller regional hubs in Greenwich, Bexley and Medway. This model

	works well. The schools within Spring Trust are all within the Bromley borough and will operate as a new Bromley hub, therefore continuing to maximise local collaboration whilst benefitting from wider opportunities further across the merged Trust. Headteachers already work closely together with strong relationships and collaboration between school staff. Bringing the Trusts together will strengthen the sector's collective ability to serve communities. The current Spring Trust leadership team will be continuing in key executive roles within the new larger Trust, thereby retaining the knowledge and understanding of the Bromley schools and their communities.
Who makes the decision on the final proposal?	Each Trust Board will independently make a decision if the merger will proceed based on the outcomes of the due diligence process and consultation with all stakeholders. It is expected that this decision will be made by both Trust Boards later this term.
What is the proposed timescale?	This decision will be informed by a final review of the due diligence process to date and a review of the feedback received from this consultation. Should a decision to merge be agreed, it is anticipated that Spring would become part of Maritime Academy Trust in January 2027. However, legal and HR processes can take some time and be subject to delays so we will keep stakeholders informed of any changes to these proposed timescales.
Will there be any changes to things like school names, uniforms or term and holiday dates?	No.