

## QUESTIONS AND ANSWERS

1. *What will the merged schools be called?*

The current three-part configuration of the School will continue after the merger, covering the full age from 3 to 18.

- The senior school will continue to be called Mill Hill School (Headmaster: Dr Dominic Lockett)
- The preparatory school will be called Belmont Mill Hill Preparatory School (Head: Mrs Lynn Duncan)
- The pre-prep school will be called Grimsdell Mill Hill Pre-Preparatory School (Head, from September 2014, Mrs Kate Simon).

From September 2015 there will be a new International Study Centre (ISC), which will be known as The Mount Mill Hill International Study Centre. The ISC will be based on the current Mount School site and will provide education to IGCSE/GCSE level for pupils who are non-native speakers of English. Those pupils who are boarders at the ISC will be accommodated in one of the three current Mill Hill School boarding houses. A decision will be made in the coming months regarding which of the Houses (Burton Bank, Collinson or Ridgeway) will be assigned to the ISC.

The charitable Foundation will continue to be known as The Mill Hill School Foundation (MHSF) and will be governed by the MHSF Court of Governors, with the addition of two current governors from the Mount School.

2. *Will there be any single-sex girls' education at the merged school?*

No. The merged Foundation will be fully co-educational for children between the ages of 3 and 18.

3. *What will be the ratio of boys to girls?*

The current ratio of boys to girls across the three existing Schools of the Foundation is currently roughly 60:40. As a result of the anticipated arrival of a number of girls from The Mount in September 2014, this ratio is expected to change slightly in favour of girls.

4. *Will all girls currently at The Mount School get places at the merged school?*

All girls currently attending The Mount from Nursery to Year 10 at the point of merger will be offered places at Grimsdell, Belmont and Mill Hill School. Those Mount School pupils wishing to attend the Sixth Form at Mill Hill will be able to apply in exactly the same way as is done by girls who have left The Mount in recent years.

5. *What is going to happen to fees?*

The fee policy of MHSF will continue unchanged. A transitional exception will be made for those Mount pupils who join the merged Foundation, to take account of the differential in current fee levels between MHSF and The Mount. So, Mount day pupils will continue paying fees equivalent to those which would otherwise have been charged by the Mount according to their year group, with the addition of a charge for lunch (which is chargeable as an extra at the Mount but is part of the consolidated fee at the MHSF Schools). The level of these fees will be increased from current levels by the same percentage as is applied by the Court of Governors to all other MSHF fees (including from 1 September 2014). Standard Mill Hill School fees will apply to those entering the Sixth Form in September 2014 and subsequent years.

6. *Will the merger have an impact on the number of bursaries and scholarships available to Mill Hill pupils?*

No. The Foundation will ensure that bursaries, whether funded from its own resources or through generous donations to the Foundation Appeal, will continue to be available in the same way as they are now. The Foundation's existing policy on scholarships and other awards will also continue to apply.

7. *Will the merger lead to changes in the curriculum and in the educational approach?*

No. Grimsdell, Belmont and Mill Hill School will continue to operate as they do at present, giving each pupil the chance to achieve their potential within a supportive and challenging environment. Appropriate support will be given to Mount pupils joining the MHSF Schools in order to ensure that they are able to integrate rapidly into the academic, pastoral, social and extra-curricular life of the Foundation.

8. *What will be the total size of the merged Foundation and of its main parts?*

This will largely depend upon how many girls from the Mount choose to take up places at Grimsdell, Belmont and Mill Hill. However, it is anticipated that the overall size of merged Foundation will be in the order of 1330 pupils, as compared to the current level of 1230. This increase in the total number of pupils will be spread across the three Foundation Schools (Grimsdell, Belmont and Mill Hill). However, we are fully confident that these increases will be a positive development and will not result in any adverse effects upon pupils or upon the education, opportunities and care that they receive.

9. *Will class sizes increase as a result of the merger?*

We are confident that there will be no significant increases in class sizes as additional classes will be established as required to accommodate former Mount School pupils who transfer to the MHSF Schools.

10. *What will be the balance of boarders to day pupils at Mill Hill?*

From September 2015, there will be two Mill Hill School boarding houses providing the opportunity for full and weekly boarding for a total of 110 of the 650 or so boys and girls at the School. In addition, there will be up to 50 boarders studying at the ISC.

11. *Will TMS teachers be moving over to the new school?*

The Mount School teachers will continue to work within the Mount School until the end of this academic year. Future roles and responsibilities, including within MHSF, will be reviewed and consulted on with employee representatives over the forthcoming months. We will ensure that everyone is kept fully informed through our ongoing dialogue and discussions.

12. *Does that mean there may be redundancies among MHSF staff?*

We will work to ensure that the transfer and transition proceed as smoothly as possible for all, balancing, as best we can, the interests of all. We will always have in mind the importance of minimising any potential disruption to our MHSF staff.

The Mount School will be offering all their staff the opportunity to apply for voluntary redundancy. The offer will be supported by generous redundancy terms. The Mount School anticipates a high acceptance rate from within its teaching body. In addition, it is hoped that several new teaching posts will be created within MHSF as a result of the merger and increased pupil numbers. We and the Mount School remain optimistic that a combination of the voluntary redundancy process and the new roles will minimise any adverse disruption to MHSF staff.

We are mindful that any change is unsettling. We will keep you fully updated on any developments during the transition process.

*13. Will there be changes to the religious ethos of the School?*

No. The Foundation will remain true to the principles of its Nonconformist founders and will continue to welcome and to celebrate the beliefs of all of its pupils, of whatever religious tradition or background. Pupils at Belmont and Mill Hill will continue to attend Chapel services which reflect our Christian heritage but which are inclusive to pupils of all religious faiths and those whose background is non-religious.

*14. Will there be changes to the pastoral structure?*

No. We will strive to maintain and improve upon our outstanding levels of pastoral care including the system of day and boarding Houses for older children within the Foundation.

*15. Will the Parents' Associations continue to operate in the same way?*

Yes. The Grimsdell Parents' Association, the Friends of Belmont and the Mill Hill School Parents' Committee will continue to operate as they do now, providing opportunities for parents and guardians to engage with the life of the Foundation and to socialise with other parents and staff. We are looking forward to seeing parents of former Mount pupils become involved in the activities organised by these groups.

*16. Will this mean changes for sport, art, music, and other extra-curricular activities?*

The existing programmes will continue to operate, enriched by the arrival of girls from the Mount.

*17. Will this have any impact on the Old Belmontians and Old Millhillians' Club?*

No. These thriving organisations will continue to offer opportunities for former pupils of Belmont and Mill Hill School to meet, socialise and provide support for the current generation of pupils. Former Mount pupils who join Belmont and Mill Hill will, of course, be eligible to join the OBs and OMC.