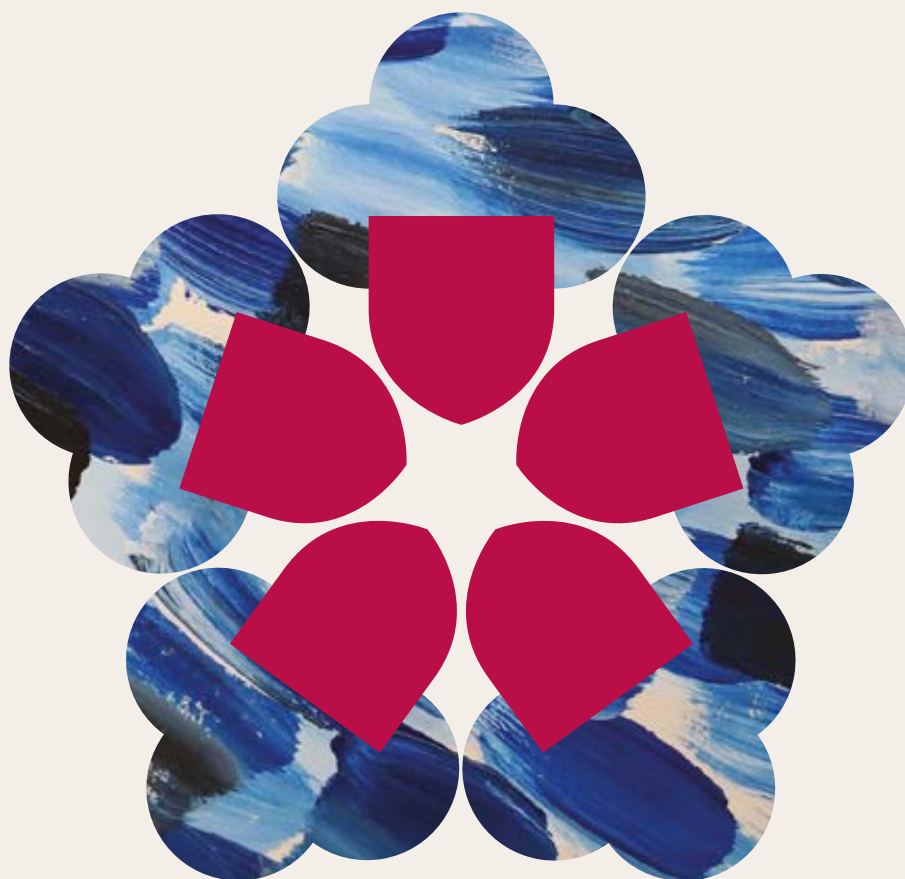


TUDOR HALL SCHOOL

Merger with Mill Hill Education Group

Information Booklet



TUDOR
HALL



Mill Hill
EDUCATION GROUP

Helping us to flourish

Tudor Hall is joining one of the largest charitable groups of schools in the country.

We are incredibly excited to announce today that Tudor Hall will be joining one of this country's largest and most successful charitable group of schools. This underpins our commitment to ensuring the long-term flourishing of Tudor Hall as a school. Today's announcement comes after a long period of careful planning to ensure our school joins with a like-minded charity that will preserve all that we value about Tudor Hall.

This booklet will explain why this decision has been made by the Tudor Hall Governors, and what difference it will make to our pupils and staff. It will explain how this decision puts Tudor Hall into an even stronger position to look to the future, as it continues to meet its charitable objectives.



Julie Lodrick
Headmistress
Tudor Hall School



Jennifer Scarfe
Acting Chair of Governors
Tudor Hall School



Antony Spencer
CEO
Mill Hill Education Group



What is happening?

Tudor Hall School is owned and run by a charity of the same name (charity number 1042783). Mill Hill Education Group is similarly constituted as a charity, called the Mill Hill School Foundation.

The two charities have very compatible aims, and this enables them to merge to create a larger charity, that is even better able to meet those shared aims. This is a nil-cost transaction, and therefore very different from a corporate transaction where one business acquires another for a payment, usually involving additional debt.

We are not alone in doing this, and there have been some similar high-profile mergers in our area in recent months. Mill Hill Education Group has already had eleven such mergers with other schools, and this booklet will detail how this has benefited those schools. Across the country, schools are responding to a challenging environment in a number of ways. Sadly, a number have closed. Others have sold to “for-profit” groups that seeks to run the schools for profit, as a return to their investors. The Governors at Tudor Hall wanted to keep our charitable purpose at the heart of the school, and this was why a charity merger was the preferred approach. Given the position of strength the school currently finds itself in, we were able to run an extensive, confidential, process to choose the best merger partner, and the Governors unanimously decided that Mill Hill Education Group is an excellent fit for Tudor Hall.



What will actually change?

In practice, there will be very little change evident to pupils, staff and parents. The school's name, location, uniform, identity and traditions will be unchanged.

Tudor Hall will remain a boarding and day school for girls and will continue to be around its current size. The leadership team is very supportive of this development and will be unchanged. Staff will be offered new contracts with the larger charity on the same terms and conditions. Fees will continue to be set as appropriate for the school, according to local conditions. Existing bursaries and scholarships will continue to be honoured. Ms Lodrick will continue to have delegated authority in the choice of curriculum and decisions around the recruitment of staff and admission of pupils. Tudor will continue its High Performance Learning journey.

There will be changes to governance, as the current Governors hand trustee responsibility to the Trustees of the larger charity. How this works in practice is explained later.

There will be some changes that stem from the benefits that come from being part of a larger group. Some of these are financial, allowing Tudor Hall to be as efficient as possible, to keep school fees as competitive as possible. There

are considerable savings for example in the bulk purchase of energy, food and a number of professional services. Tudor Hall will also have access to a number of Mill Hill Education Group's central services, with areas like marketing, admissions, IT and HR supporting the local staff we have in those functions. Teaching staff and management will benefit from a network of colleagues at other schools, helping to share best practice and collectively improve standards. In essence, this merger brings a real sense of stability to Tudor Hall during some unsettled times, providing security and greater opportunities for long term planning.

One area of long-term planning this merger supports is around how the school facilities can be developed further. Being part of a large charity group gives the stability and security to make these long-term investment decisions and Mill Hill Education Group are committed to projects like the refurbishment of the School Hall. The funds already raised and future gifts will be ringfenced for the project.

“This charitable merger represents a proactive step taken from a strong position to secure our long-term vision and ambition for the future. We are delighted Tudor is joining a well-established, respected educational charity, whose values and ethos closely align with our own, underpinning our commitment to providing exceptional educational opportunities and empowering every girl to flourish.”

Julie Lodrick
Headmistress
Tudor Hall School



“The partnership with Mill Hill Education Group brings additional opportunity, collaboration and resilience that come from being part of a values-led charitable school group. At Tudor Hall, it will enhance long-term stability while retaining our distinct identity, leadership and character as a leading all girls' boarding and day school.”

Jennifer Scarfe
Acting Chair of Governors
Tudor Hall School



“Tudor Hall has built an outstanding reputation over 175 years for providing an exceptional education for girls, underpinned by a deep commitment to pastoral care, individuality and helping every girl to flourish. What impressed us most throughout our discussions was the strength of Tudor Hall's sense of purpose and the clarity of its values. As one of the country's largest charitable groups of schools, our role is not to change what makes each school distinctive, but to protect and strengthen it for future generations.

We are proud to welcome Tudor Hall into Mill Hill Education Group and excited about what we will achieve together in the years ahead.”

Antony Spencer
CEO
Mill Hill Education Group



Local collaboration

Mill Hill Education Group operates a highly devolved model of decision-making, recognising that school leaders are usually best placed to make decisions for their own communities.

There is a focus upon schools working collaboratively together, and consequently Mill Hill Education Group is developing local networks of schools for mutual support. Mill Hill Education Group has recently established a network of schools in the Oxfordshire/Berkshire area, namely Heathfield School in Ascot, Pangbourne College near Oxford and St Gabriel's in Newbury. These networks facilitate staff networking and training events and opportunities for some shared pupil activities like careers events. Examples of how these networks have benefited pupils and staff are given later in this booklet.



About Mill Hill Education Group

Mill Hill Education Group is a charitable collection of independent schools. Its aims of instilling values and inspiring minds has been a key focus since the founding of Mill Hill School in 1807.

All schools share an educational philosophy around developing thoughtful and responsible pupils with a global outlook. School life combines academic rigour with a breadth of opportunities to develop young people able to flourish in an ever-changing world.

Discover our schools

Mill Hill Schools



Grimsdell, Mill Hill Pre-Prep

A day school for pupils aged 3 - 7.



Belmont, Mill Hill Prep

A day school for pupils aged 7 - 13.



Mill Hill School

A day and boarding school for pupils aged 13 - 18.



1729 Maths School at Mill Hill

UK's first specialist maths school for pupils aged 11-18. Opening September 2026.



Mill Hill International

A boarding and day school for pupils aged 13 - 18.



Mill Hill International School Thailand

A day Pre-Prep & Prep school for pupils aged 3 - 10. Opened 2025, extending to senior in September 2026.

Cobham Hall



Cobham Hall

A boarding and day school for pupils aged 11 - 18, located in Kent. Joined the Group in 2021.



Hertford Prep

A day school for pupils aged 3 - 11. Located in Hertford, Hertfordshire. Joined the Group in 2023.



Heathfield School

A day and boarding school for pupils aged 11-18. Located in Ascot, Berkshire. Joined the Group in 2025.

PANGBOURNE



Pangbourne College

Co-educational day and boarding school for pupils aged 11-18 in West Berkshire. Joined the group in 2026.



Lyonsdown School

A day school for girls, aged 3 - 11, located in New Barnet, London. Joined the Group in 2022.



Kingshott

A day school for pupils aged 3 - 16. Located on the outskirts of Hitchin, Hertfordshire. Joined the Group in 2024.



Westbrook Hay

A day school for pupils aged 3 - 16. Located near Hemel, Hertfordshire. Joined the Group in 2025.

ST GABRIEL'S NEWBURY



St Gabriel's Newbury

Co-educational day school for pupils from the age of 6 months to 18 years in Newbury, Berkshire. Joined the group in 2026.



Keble Prep

A day school for pupils aged 3 - 13, located in Winchmore Hill, London. Joined the Group in 2022.



Abbot's Hill

A day school for pupils aged 3 - 16. Located near Hemel, Hertfordshire. Joined the Group in 2024.



Framlingham College

A day and boarding school for pupils aged 2 - 18. Located in the town of Framlingham. Joined the Group in 2026.

How schools within the Group have benefited

Mill Hill Education Group currently consists of fifteen UK schools and one international school in Thailand.

It has grown from four UK schools in 2020, and now collectively educates over 5,000 pupils. The charity is likely to continue to grow gradually in the coming years as it continues to merge with schools that share its educational ethos and charitable aims.

Within that overall ethos, the schools retain their individuality, and operate across a diverse range of settings, from pre-school nurseries to international boarding schools. This diversity makes Mill Hill Education Group a very stable organisation that has very strong finances. The accounts for the Mill Hill School Foundation charity are available via the Charities Commission through this [LINK](#).

One question may be: “why is Mill Hill Education Group interested in Tudor Hall?”. The answer is rooted in the purpose of Mill Hill Education Group, about meeting its charitable aims to give a great education to the pupils in its care. We can do that better by working together. Collaboration is a powerful tool in education. There will be excellence in many parts of Tudor Hall that we can share with other schools to help them, and vice versa. By being part of ensuring that Tudor Hall continues to thrive, Mill Hill Education Group helps to achieve its own charitable objectives. One example of collaboration is around pupil recruitment, where Tudor Hall will be able to access the admissions networks in London and around the world that Mill Hill Education Group has, to attract girls that will thrive at our school.



Here are a few examples from Mill Hill Education Group schools, where they benefited from being part of a wider group:

Lyonsdown School

Lyonsdown School is an all-girls prep school in Barnet, North London. Since joining the Group in 2022, it has benefited from central marketing support, including the successful launch of its ‘Everything, for our girls’ campaign. Its enhanced profile includes winning “Small Independent Prep School of the Year” in 2025, which has played its part in supporting strong demand for school places. Lyonsdown’s girls enjoy the use of facilities at other schools, whilst teachers and school leaders have benefited from shared training and wider collaboration with other schools.

Keble Prep

This was a traditional, all-boys prep school from Reception to Year 8 at the time of merger. Within Mill Hill Education Group, it introduced a Nursery and became co-educational, being supported by Group experts in Early Years education and curriculum adaptation for co-education. Pupil numbers grew by 50% within three years.

Westbrook Hay

Only joined Mill Hill Education Group at the beginning of September 2025. It already had plans to expand its age range from a traditional prep school to include the GCSE years. It therefore needed additional facilities for specialist provision. Mill Hill Education Group experts took on the design and project management of this, resulting in the provision of new facilities on time, to a higher specification, and with a procurement saving of over £1.5 million.

1729 Maths School

This will be the UK’s first, dedicated, 11-18 Maths school, when it opens in September 2026. It will be based within Mill Hill School and Belmont, Mill Hill Prep, with generous financial assistance from a philanthropist, allowing needs-blind access based on ability. Mill Hill Education Group was chosen as the partner for this project due to the level of expertise it can offer collectively across teaching, facilities, marketing and boarding.

Hear from Group heads

“ I really appreciate being able to work with fellow Heads and colleagues. The Group schools are all unique, but we can learn from each other. I'm proud to be leading a successful girls' school within the Group, and welcome the chance to work with new schools joining the Group.”

Rittu Hall
Head
Lyonsdown School



“ We joined the Group four years ago, and the merger has been an unqualified success. Our pupil roll has increased by around 50% in that time, and we are now full. The school is happy, buoyant and thriving.”

Perran Gill
Head
Keble Prep



“ I was appointed as Head just before the merger, and as a new Head I've found the support to me and my colleagues has been invaluable. The school has really benefited from the stability from being in a larger group, and we are looking to the future with renewed optimism.”

Sharon Schanschieff
Head
Abbot's Hill



Governance and the wider Tudor Hall School community

Tudor Hall is a genuine community.

We take very seriously our motto, “habeo ut dem”, and know that helping our girls to think about how they can share their talents with the wider community is a vital part of their education and development. Our “Tudor In 3 Continents” programme is just one example of this commitment. The merger won’t change any of this, but will strengthen through the wider links that come within the Group. Tudor Hall will continue to have very strong links with its parents, alumnae and the local community. We will continue to welcome Old Tudorians back to school, and run dedicated events for them. There will remain the ability to make charitable gifts exclusively to Tudor Hall, for example to support transformational bursaries or capital items like the School Hall project.

Under a charity merger, the assets and liabilities are gifted to the other charity that shares its charitable objectives, and then the existing charity is dissolved. The existing Tudor Governors (Trustees) therefore have no ongoing legal role with the combined charity. Mill Hill Education Group is overseen by unpaid trustees just like Tudor Hall is, and the Mill Hill Education Group trustees will take on the responsibility for overseeing Tudor Hall.



Next steps

When will the merger take effect?

A merger between two charitable school organisations is a well-established legal process, and many such partnerships have taken place across the sector in recent years.

The formal merger agreement between Tudor Hall School and Mill Hill Education Group has now been signed and exchanged. Tudor Hall School will officially be part of the Mill Hill Education Group from the start of the new academic year in September 2026.

Tudor Hall School bank account details remain unchanged and will continue as normal until the merger formally takes effect. Families should therefore continue to pay fees in the usual way. As with any organisation, we encourage vigilance against potential fraud and advise parents to treat with caution any unexpected communication requesting changes to payment details. Tudor Hall School will always communicate any genuine changes clearly and directly.



**TUDOR
HALL**

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