



Partnership Engagement Report

Impact Education Multi Academy Trust

&

Pennine Academies Yorkshire

November 2025



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1. Introduction

Trustees of Impact Education Multi Academy Trust (Impact) and Pennine Academies Yorkshire (PAY) have been working together over recent months to explore the possibility of formalising their partnership, sharing their strong commitment to inclusive, high-quality education; particularly for disadvantaged pupils and those with special educational needs. By partnering under the Impact Education Multi Academy Trust brand, both Trusts aim to accelerate their influence and create even greater opportunities for their pupils, staff and the communities they each serve.

Both Trusts have a clear commitment to providing an outstanding education in the heart of their local community and both value the unique qualities and strengths of all their schools.

The decision to propose a partnership followed a period of detailed research and due diligence which had been conducted by the Trusts to help inform their final decision making. In turn this research and the discussions subsequently informed this period of engagement. Consideration was given to what was in the best interests of learners now and in the future as well as what the implications of the decisions would be for staff, parents, and the wider communities that the schools serve.

Following the engagement period which ended on the 22 October 2025 and upon final trustee approval, an application will be submitted to the DfE by Friday 28 November 2025. Approval of the partnership by the DfE Advisory Board we hope would be known by February/March 2026.

Timescales:

The period of stakeholder engagement for both trusts commenced on 24 September 2025 and concluded on 22 October 2025.

It should be noted that engagement and communications will continue beyond this period to ensure all stakeholders are fully informed throughout the process and to gauge input and contribution throughout the partnership journey.

Geographic distribution of Impact Education Multi Academy Trust schools post formal formation of the partnership

The map on page 5 shows the location of the schools from both Impact and PAY. There is excellent road connectivity due to the proximity of the schools to each other meaning that travel time between schools will permit staff to meet in support of school improvement and their own professional development. It will also allow for inter-school events for pupils.

The schools involved as part of the engagement were:

Pennine Academies Yorkshire:

Clayton Village Primary School, Bradford
Crossley Hall Primary School, Bradford
Farnham Primary School, Bradford
Grove House Primary School, Bradford
Hollingwood Primary School, Bradford
Laycock Primary School, Keighley
Lidget Green Primary School, Bradford

Impact Education Multi Academy Trust:

Berry Brow Infant & Nursery Academy, Huddersfield
Castle Hall Academy, Mirfield
Hill View Academy, Huddersfield
Lee Mount Academy, Halifax
Newsome Academy, Huddersfield
Newsome Junior Academy, Huddersfield
Old Bank Academy, Mirfield
The Halifax Academy, Halifax
The Whitley AP Academy, Halifax
Warley Road Primary Academy, Halifax
Golcar Junior, Infant and Nursery School (due to join in 2026)

The Proposed Partnership Community



18 Schools



8,200 Pupils



1,200 Staff



Where hearts and minds connect



2. Consultation and Engagement Methodology

The overall aim of the stakeholder engagement process was to ensure that all stakeholders had the opportunity to hear about the proposals, ask questions and to make their views known about the plans.

The objectives were to:

- Provide relevant background information for stakeholders
- Explain the reasons for the proposal
- Outline the pros and cons for the proposal
- Set out the stages in the process of what is involved for both trusts to come together and the associated timelines

The principles laid down by the project team for the engagement were that it should be:

- An open and transparent process
- Accessible to all stakeholders in terms of:
 - The times of the events
 - The media used
 - The language used (jargon-free wherever possible and acronyms fully explained)
 - Well-publicised and advertised

A variety of media was used to consult including:

- Direct communications sent to:
 - Staff
 - Parent/carers
 - Community Members
 - Local Authorities
 - Trade Unions
- Text messaging, websites, direct email and online messaging platforms
- Direct meetings and engagement events held by the trust CEOs with members of staff, parents, partners and the community
- A representative Schools Working Group has been formed where all staff are represented and two way feedback is contributing to the overall proposal
- School/Trust websites hosting engagement information, including stakeholder frequently asked questions.
- Information on how to give feedback or ask questions via an online survey, emailing directly to the CEO of each Trust.

A copy of this engagement report will be uploaded to the respective Trust websites to conclude the engagement period. A collation of all questions, answers and feedback comments received across engagement forums is to be compiled, summarised and shared alongside this report.

2.1 Direct letters/ emails / messaging

Letters/emails/messaging introducing the period of engagement were sent electronically to the following groups:

- School staff
- Parent/Carers
- Trade Unions (a copy of the staff letter was sent to them for their information and invitations to the staff meetings were also extended to them)
- Local schools: primary, secondary and colleges.
- Governors/Trustees
- Local Authorities

(Examples of the letters sent for each trust can be found in Appendix 1).

2.2 Publicised events

Trade Unions meetings were held on the following dates:

PAY Meeting	Friday, 3 October 2025	10:00am	Online	Virtual
Impact Meeting	Friday, 3 October 2025	12:00pm	Online	Virtual

Staff were kept informed of the proposal through staff meetings and the opportunity to attend engagement meetings at both trusts as follows (invites were also extended to Trade Unions):

PAY Meeting	Wednesday, 8 October 2025	3:45pm	Online	Virtual
Impact Meeting	Wednesday, 8 October 2025	5:00pm	Online	Virtual

Parent/carers/ Governors/ wider stakeholders/ community partner meetings were also held on the following dates:

PAY/Impact Meeting (joint mtg)	Wednesday, 8 October 2025	6:00pm	Online	Virtual
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2.3 Consultation & Engagement PowerPoint Presentations

Appendices 2a and 2b are the Engagement PowerPoint presentations which were presented to staff and parent/carers and the community at their respective events.

2.4 Frequently asked questions (FAQs)

A copy of frequently asked questions (FAQs) for stakeholders was distributed with the direct letters that were sent to staff and parent/carers. A copy was also uploaded to Trust websites and emailed to the Trade Unions for their information. This is available at Appendix 3.

2.5 Websites

Both Impact and PAY updated their websites to offer dedicated information on their proposals and advice on how to become involved in the engagement process and to share any questions, comment or feedback that they may have.

3. Overview of the Engagement Feedback received

3.1 Attendance at Engagement Meetings and Survey responses

Date	Event	Venue	Number in attendance
Engagement Events for Impact			
3.10.25	Trade Unions	Online Virtual	2 unions
8.10.25	Staff	Online Virtual	5 staff 0 unions
8.10.25	*Parent/Carers/Community (joint for PAY & Impact)	Online Virtual	9 parent/carers 2 community
Engagement Events for PAY			
3.10.25	Trade Unions	Online Virtual	3 unions
8.10.25	Staff	Online Virtual	18 staff 2 unions

*The Parent/Carer and Community meeting was a joint meeting for both Pennine Academies Yorkshire and Impact Education Multi Academy Trust.

Survey Question	Reponses Received
Survey Responses received Impact	
	5
Did you (or will you) be attending our scheduled information sharing meeting on the 8th October?	Yes: 1 No: 4
Have you received enough information about the proposed partnership of Pennine Academies Yorkshire and Impact Education Multi Academy Trust? (Please tick one)	Yes: 3 No: 2 Don't Know: 0
Do you support the proposal for Pennine Academies Yorkshire and Impact Education Multi Academy Trust to make an application to the DfE to form a new partnership? (Please tick one)	Yes: 3 No: 1 Don't Know: 1
Should the partnership go ahead, the proposed start date would be September 2026. How do you feel about this timeframe?	It is too soon: 0 It is too long: 0 It feels about right: 5

Survey Question	Reponses Received
Survey Responses received PAY	
	3
Did you (or will you) be attending our scheduled information sharing meeting on the 8th October?	Yes: 1 No: 2
Have you received enough information about the proposed partnership of Pennine Academies Yorkshire and Impact Education Multi Academy Trust? (Please tick one)	Yes: 1 No: 2 Don't Know: 0
Do you support the proposal for Pennine Academies Yorkshire and Impact Education Multi Academy Trust to make an application to the DfE to form a new partnership? (Please tick one)	Yes: 1 No: 0 Don't Know: 2
Should the partnership go ahead, the proposed start date would be September 2026. How do you feel about this timeframe?	It is too soon: 0 It is too long: 1 It feels about right: 2

3.2 Themes and Key Messages

Appendix 4 contains the questions, comments and feedback received from stakeholders from the various media used throughout the engagement period and from the stakeholder meetings. Where similar questions have been asked or comments made, these have been summarised within the appendix document to avoid repetition.

A summary of all the responses and the messages contained therein, with implications for the schools and partnership are provided in the remainder of this section.

In the survey, stakeholders were asked to identify opportunities and challenges of the partnership. The key themes were identified as:

Opportunities

- Greater collaboration between the two Trusts, with a broader experience and knowledge across staff teams. Different working groups can be developed to share good practice
- School improvement SEND Group, outcomes of white paper, group networks
- Explore the possibility to be more involved with RISE agenda
- More opportunity to influence growth
- Economies of scale and opportunities for financial efficiencies
- Across councils – Pupils can experience events at different academies. Pen pal concept, music, drama, sport activities
- Provisions – areas to support each other
- Enhanced professional development and career opportunities for staff
- Potential for improved outcomes for pupils through shared expertise and resources
- Opportunity to strengthen support for children with complex or additional needs
- Stronger collective governance and capacity to share best practice

Concerns/Challenges

- Concern about funding levels (especially for SEND) and whether the partnership will improve resource availability with there been more schools
- Perceived shortage of staff at some schools already, concern that the partnership may make the staffing situation worse
- Worries that the partnership could dilute focus on individual schools or local priorities
- Need to ensure alignment of vision, values, and culture across both Trusts
- Ensuring all stakeholders feel involved and well-informed throughout the process
- Risk of increased workload and pressure on existing staff during transition

4. Conclusion and Recommendations

Based on the feedback and data received to date, the emerging conclusion that can be drawn is that **there are no apparent legitimate reasons why the partnership of Impact Education Multi Academy Trust and Pennine Academies Yorkshire should not continue to develop an application to the DfE according to the timescales outlined**. Most respondents view this as a positive and progressive step for both Trusts. A small number remain unsure and would benefit from continued updates and opportunities to discuss their questions in more detail. Ensuring regular, transparent communication will be key to maintaining confidence and momentum across both organisations.

Despite a low number of responses, the feedback received was generally constructive and can be summarised as follows:

- Stakeholders appear to be generally content about the partnership of Impact Education Multi Academy Trust and Pennine Academies Yorkshire.
- Stakeholders are content to leave these decisions to the leaders of their schools and trusts.
- Stakeholders of schools that have already recently converted have been through the process before and do not have further questions and queries.

Following the completion of the engagement period it is recommended that:

- Both Trusts proceed with the application to form the partnership of both Trusts.
- A robust communication plan is in place and a range of media are used to further inform/update stakeholders of all the interim milestones and timescales and plans for the Trusts as they progress.

5. Contact Details

If you have any further questions, comments, or would like to stay informed as the project progresses, please get in touch via:

 **Email:** comms@i-mat.org.uk
comms@paymat.org

 **Website:** <https://i-mat.org.uk/our-future/>
<https://www.paymat.org/our-future>

Both Trusts look forward to working with families, professionals, and the community to make this proposed partnership something they can be proud of and will improve education outcomes for pupils.