

24 September 2025

Dear Trade Union Colleague

Since our formation in 2017 we have worked collaboratively for the best interests of our students and wider communities. We are so proud of the work we have done and our achievements to date.

Over recent months our Trust Board has been in discussion with Pennine Academies Yorkshire (PAY), who share the same ambitions for their young people. Both Trusts have a clear commitment to providing a high-quality inclusive education anchored in the heart of our local communities. We both value the unique qualities and strengths of all our schools.

Collectively, our Trust Boards believe the best way forward to further enhance our work is to bring our Multi-Academy Trusts together in a formal partnership. This would see PAY schools transfer into Impact, with both Trusts working side by side to agree and deliver the priorities that will move us forward together

We would now like to consult with you on these proposals. This letter provides you information, whilst also inviting you to let us know your views.

As part of our 4-week consultation period, we have arranged a dedicated information session for trade union colleagues as follows:

Please use this link to register your attendance [Online Virtual Meeting](#)

Friday 3rd October at 12.00 – 1pm
(agenda provided with this letter)

Attached is a copy of the letter which has been sent to staff today inviting them to attend an online information session on **Wednesday 8th October at 5pm**, to find out more about the proposals. We would also like to extend this invitation to trade union colleagues to listen and support your members.

On the Trust website we have created an [engagement area](#) where you will find the information shared with you today as well as some [Frequently asked Questions](#).

Please note that these meetings are not part of any HR process and this will come further into the process if a decision is made to form a partnership. We look forward to seeing you at the event however, if you are unable to attend but would like further information you can contact the Trust in the following ways:

- By email at: comms@i-mat.org.uk
- Complete our [online survey](#) on the Trust website.

We look forward to speaking with you soon and to receiving your comments.

Yours sincerely



Mick Kay
CEO
Impact Education Multi Academy Trust



Jo Kaye
Chair of Trustees
Impact Education Multi Academy Trust

Enclosed: Staff Engagement Letter