

26 February 2026

**Dear Trade Union Colleagues,**

You may recall from our earlier correspondence that Impact Education Multi Academy Trust applied to the Department for Education to expand through a partnership with Pennine Academies Yorkshire, with effect from 1 September.

I am writing to confirm that the Department for Education has now formally approved this application.

We recognise the importance of meaningful engagement with recognised trade unions and would like to thank you for your constructive involvement during the earlier engagement period. Both Trusts are committed to working in partnership with staff and their representatives and to maintaining open, transparent and professional dialogue.

As we move into the next phase, detailed planning will take place to support integration. We are clear that this work will be underpinned by our shared commitment to staff wellbeing, employment protections and positive employee relations. Where appropriate, we will continue to engage with trade union representatives as plans develop.

Further information will be shared in due course.

Please see our website <https://i-mat.org.uk/our-future/> for more information.

Thank you for your continued engagement.

**Yours sincerely,**



**Mick Kay**  
Chief Executive Officer