

Warren Carratt
Chief Executive Officer
Nexus Multi Academy Trust

Thursday, 19 June 2025

Dear families,

Proposed merger between Ebor Academy Trust and Nexus Multi Academy Trust

Ebor Academy Trust and Nexus Multi Academy Trust are opening a consultation on proposals to merge, forming a larger, more resilient multi academy trust (MAT).

As your child's school is part of the Nexus MAT, we want to know what you think about our plans.

The consultation will help us gather feedback from families, our employees, governors and trade unions. This is your opportunity to let us know if you have any comments or concerns about the proposal. The Boards of both Trusts will review your feedback, before making an application to the Department for Education, which is ultimately responsible for deciding whether the merger can take place.

The consultation will run from Thursday, 19 June until Friday, 18 July 2025 at 5pm. We'll update you on the outcome in the Autumn term. The link to the consultation form can be found at the bottom of this letter.

Combining our knowledge and experience

We recognise both the privilege and the responsibility we have to provide a safe, inspiring and happy learning environment for your child. This remains our top priority.

Combining our Trusts would give us a unique opportunity to bring together the wealth of expertise both organisations have in improving and maintaining standards in both mainstream primary and special schools.

With 25 mainstream primary schools and one special school, Ebor's experience complements Nexus' experience, with our 20 special schools and one mainstream primary school.

The benefits of merging

Bringing our Trusts together will create a larger academy Trust that will have several key benefits:

Learning together, to be the best we can be.

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Company Number: 10075893.

Registered Office: Maltby Hilltop School, Larch Road, Maltby, Rotherham, England, S66 8AZ.

A charitable company.

- Increased capacity in all our schools to support our learners both in mainstream primary and special schools;
- Greater economies of scale – meaning that we can make each pound of funding go much further, improving our learners’ experience of school;
- A significantly more resilient organisation thanks to the combined resources, knowledge and experience of both Trusts;
- More influence at a national level, meaning that we have the opportunity to drive more informed policy decisions with government stakeholders - with the ultimate aim of improving the education sector for our learners and employees alike.

The Department for Education encourages multi-academy trusts to explore merging. Larger multi-academy trusts are better equipped to withstand economic pressures, ensure long-term sustainability, and continue to improve educational standards for learners.

What this means for you

As two well-managed and successful MATs, we are in a strong position to merge with as little disruption as possible. We’re not proposing any changes to how our schools function, or how they’re managed on a day-to-day basis. This means things like school uniforms, and the teachers and staff you know and trust, will all remain the same.

In the future, we may align some systems, policies and processes to make things as streamlined and efficient as possible for our employees, but this will not impact your child’s experience of school.

The work we’ve done so far

Over the past year, our Trusts have been in conversation – supported by independent advice and guidance – to explore whether merging our Trusts would be viable and achieve our planned objectives.

Together we’ve undertaken a rigorous approach to due diligence, making sure we have a thorough understanding of the strengths, weaknesses, opportunities and threats of the proposed merger.

The Boards of both Trusts have owned this process, making sure that the proposed merger benefits our learners, and is in keeping with the values, ethos and strategic objectives of both Trusts.

Where you can go for more information

We've included a set of frequently asked questions with this letter which we hope will address most of your queries. If you have a question that isn't answered, you can ask additional questions through the consultation survey.

Please let us know what you think by completing the consultation survey using this link:

<https://forms.office.com/e/N2dUDgi6HQ>

Over the past decade, we've worked hard to build something positive together. Whatever the outcome of the consultation, our priority is for our schools to remain safe, happy places where children thrive, and employees are motivated and fulfilled.

Thank you for your continued trust and support.

Yours faithfully,



Rachel Potts
Chair – Board of the Board of Directors



Warren Carratt
Chief Executive Officer

Merger - Frequently Asked Questions

The proposed merger of Ebor and Nexus MAT is a fantastic opportunity for us to further strengthen our partnerships as a group of like-minded schools.

We've developed a set of frequently asked questions which we hope will answer any queries or concerns you may have. If you have a question that isn't answered in this document, please get in touch via our Microsoft Form <https://forms.office.com/e/N2dUDgi6HQ>

General questions

What is a Multi Academy Trust?

A Multi-Academy Trust (MAT) is an academy trust that operates more than one academy – both Ebor Academy Trust and Nexus Multi Academy Trusts are examples of these. Our proposal is to combine the two MATs into one larger MAT.

Which schools will be included in the proposed merger?

All schools/settings that are already part of the Ebor and Nexus trusts, and those that are currently in the process of converting will be included in the merger. A full list of all schools can be found below.

Ebor Multi Academy Trust:

Alderman Cogan CofE Primary Academy
All Saints C of E Junior Academy
All Saints C of E Nursery and Infant Academy
Braeburn Primary Academy
Brotherton and Byram Primary Academy
Camblesforth Primary Academy
Easington CofE Primary Academy
Filey Infant and Nursery C of E Primary Academy

Nexus Multi Academy Trust

Abbey School
Bader Academy
Becton School
Bents Green School
Beech Academy
Coppice School
Craggs Community School
Discovery Academy

Ebor Multi Academy Trust:

Haxby Road Primary Academy
Hob Moor Community Primary Academy
Hob Moor Oaks Primary Academy
Lakeside Primary Academy
Luttons Primary Academy
Marfleet Primary Academy
Osbalwick Primary Academy
Park Grove Primary Academy
Patington CofE Primary Academy
Riston CofE Primary Academy
Robert Wilkinson Primary Academy
Sherburn C of E Primary Academy
Siggleshorne CofE Primary Academy

Sproatley CofE Primary Academy
Staynor Hall Primary Academy
Tadcaster Primary Academy
Tockwith CofE Primary Academy

Nexus Multi Academy Trust

Endeavour Academy
Fountaindale School
Hallamshire Academy
Heatherwood School
Hilltop School
Kelford School
Kenwood Academy
Lotus Academy
North Ridge Community School
Notts Hospital Home Education Learning Centre (in the process of converting)
Pennine View School
Seven Hills School (in the process of converting)
The Willows School

Why are we considering merging to form a new Multi Academy Trust?

The Department for Education (DfE) encourages multi academy trusts (MATs) to merge and grow in size because larger trusts can have a greater impact and are better able to address school needs, across different areas.

Larger trusts can use resources more effectively to address the needs of the communities they serve. This includes developing teaching and learning support systems, an enhanced, enriching and engaging curriculum, staff development and progression opportunities, finance and human resources, and improved procurement opportunities.

Both Ebor and Nexus MAT have first-hand experience of the improved educational experience our learners have when we collaborate closely with other schools and trusts.

Both Trusts have specific specialisms which we believe will enhance the other, offering a mutually beneficial merger, improving opportunities and resource for both children and adults alike.

The scale at which we would operate as a larger, merged trust would make us more sustainable,

and will enable us to make more effective use of our shared resources.

What are the advantages of merging?

In exploring merger over the last few months, Trust leaders have defined the following reasons to progress to consultation now:

- **A shared ethos** – both Trusts have a strong set of values which are deeply held and complementary. The continuation of our work aligned to our values is vital to both Trusts: the focus on servant leadership and agency for our schools, and respect and support for the communities we serve
- **Maximising value of every pound** – the finances of the two Trusts together would give the opportunity for much greater economies of scale when it comes to things like procuring goods and services, and our shared resources
- **Long-term sustainability** – demand for primary school places is falling as a result of broader demographic changes in England. With funding for mainstream primary schools being largely pupil-based, this demographic shift is creating financial pressures for schools and smaller academy trusts. At the same time, the demand for SEND provision is rising. A merger would not only create longer-term resilience and sustainability for the trusts, but also will create the opportunity for offering more inclusive, ethical provision in localities that don't currently have enough SEND provision.
- **Playing to our strengths** – If the merger goes ahead, the new Trust would have a unique position as a result of its joint specialisms of mainstream primary and special. This would enable us to not only drive improvements in the provision of education for our learners, but also to highlight early years and SEND as two areas of national priority in education
- **Sphere of influence** – The merged trust would be one of the largest in the country. Together, we would have the size and strength to influence policy at a governmental level – improving outcomes not only for learners in our schools and settings, but across primary and special education nationally
- **Capacity creation** – By drawing on the resources of both Trusts, we'll be in a position to create short, medium and long-term capacity and capability, enhancing our ability to improve outcomes across our region – both within the Trust and our schools, and within our wider communities.

How long is this process likely to take?

The entire process from start to finish typically takes around 12 months. So, for our situation it is likely that Ebor Academy Trust and Nexus Multi Academy Trust would be able to merge from September 2026.

What would the new Trust be called?

If the merger goes ahead, our two Trusts will combine to create a new organisation. We believe it's right that this new organisation should have a new name, that reflects the strong profile and legacy of the two Trusts.

We will also create a new Trust vision and strategy that reflects our shared core values and ambitions for the future.

Who makes the final decision on the proposal?

The Board of Trustees/Directors of both Ebor Multi Academy Trust and Nexus Multi Academy Trust, will make the decision on whether the merger should proceed, based on the outcomes of consultation with all stakeholders. The proposal will then be referred to the Department for Education, which will consider the application and take the final decision.

Future changes, if the merger goes ahead

Will the Trust grow?

The DfE suggests that for Trusts to be sustainable, they should be of a size of 10 schools/7500 students or more. At this size, MATs can achieve true economies of scale. The newly formed MAT being proposed would consist of 47 schools and approximately 8500 students.

More schools may wish to join the trust in the future. There is a clear understanding between all the leaders that the growth strategy needs to be carefully planned. We'd also expect that any school/setting that wants to join us should share our vision, values and governance structure, as well as being willing to fully contribute to and learn from our other schools/settings.

Will the schools' names and/or uniforms change?

No, all schools will retain their current names and no changes will be made to school uniform as a result of the proposed merger.

What difference will pupils and families see/feel?

As with the academy conversion process, pupils and families should see and feel no material difference as a result of merger. We also anticipate that the impact for our employees will be minimal. Schools will continue to be led by the same leadership teams in the same way. Over time, it is anticipated this merger prevents risks arising for our schools, which means pupils and families continue to get the best possible experience at the point of accessing their education.

Finance and governance

Will there be any change to the finances of the individual schools?

No. The current financial arrangements between schools and the Trusts would remain in place post-merger. The only difference is that the new Trust would be the single authority responsible for all our schools' finances.

Who would the Trust be accountable to?

As is the case already for both Ebor and Nexus, the Trust would be directly accountable to the DfE and our accounts will be audited by external auditors. The DfE's Regional Directors will continue to oversee our activities, and we will continue to be subject to Ofsted inspections. Each school/setting would still have their own separate Ofsted inspections and gradings.

Who runs a Trust?

As is the case for both Ebor and Nexus Trusts now, the new Trust would be overseen by the CEO and supported by the central team on behalf of the Board of Trustees/Directors.

Our existing headteachers and senior leadership teams will continue to lead and manage their schools as they are currently doing. The Headteachers will work in collaboration with line managers and with each other and drive their establishments forward.

We would create a new fully representative Trust Board which would include an equal number of people from both Ebor and Nexus, as well as drawing on the skills of some of the existing governors and trustees.

Will there be changes to local governance if the Trusts merge?

No. Local governance arrangements will remain as they are and will not be affected by the proposed merger.

A lot of news reports I've seen are about failing schools being forced to be taken over as academies. What does this have to do with us?

A school that is failing can be taken over by an academy trust sponsor and turned into an academy with the aim of the sponsor driving improvement in the school. That doesn't apply to this proposed merger.

We want to make this move because we are two groups of high performing schools with strong leadership, and we want to continue to build on this.

The strength of the schools involved and the leadership capacity will enable the new Trust to support wider school improvement in our region without putting provision and standards at risk in our current schools.