



20th March 2025

Dear Colleagues

Consultation on Potential Trust Merger

We hope you are well and would like to firstly take the opportunity to thank you for your continued efforts as we progress towards Easter.

We are writing to outline an exciting opportunity for both **Shires MAT and Endeavour Schools Trust**. Our two trusts are considering a merger to help benefit the educational offer locally for children and families. In addition to benefits for pupils we believe there will be considerable advantages for staff through CPD, new pathways, additional responsibilities, and the benefits of collaboration.

The potential merger will establish a trust of over 600 staff and 4,500 pupils. We believe this presents a really positive opportunity for our schools, students and communities. By increasing our collaboration and shared capabilities, we will be able to offer enhanced professional development opportunities to staff, through increased best practice and resource sharing and training, helping to retain and recruit high-quality staff. Similarly, we believe it will enhance our school improvement capability and will help us to drive further educational excellence in our classrooms, so we can deliver the best education to students.

As the views and feedback of our school communities are hugely important to us, we have developed a consultation through which you can express your views about the proposed merger. We are eager to hear your thoughts and perspectives as part of this process. The consultation will run from **Thursday 20th March 2025 – Friday 2nd May 2025** and full details are available online at [Merger Consultation | Shires MAT](#) We encourage you to respond to the consultation and look forward to hearing your feedback. A merger feedback form is available at <https://forms.office.com/e/Syxvfz5U8v>.

To support this process, we will be hosting several meetings. There will be two opportunities for staff to hear about the plans for merger (both meetings will have the same format and content). Please note, attendance is not compulsory. The sessions are there to help provide information and a forum for any questions to be discussed. We will send Teams links as meeting invites to the staff community if you would like to attend either session.

Staff Presentation: Teams meeting for all Shires and EST staff (a choice of):

Monday 31st March 3.30 - 4.15pm.

Thursday 3rd April 3.30 - 4.15pm.

*We will also be holding **Public Forum Events** at three venues linked to Shires and EST (If you are interested in attending a public forum event the content will be the same for each session).*

Ridgeway Secondary School, Astwood Bank, B96 6BD - Monday 31st March 6.00 - 7.00pm

Crabbs Cross First School, Redditch, B97 5JH – Tuesday 1st April 6.00 - 7.00pm

The Vaynor First School, Redditch, B97 5BL - Tuesday 29th April 6.00 - 7.00pm



We appreciate you may have questions, and we have therefore created a FAQs document via the website, to answer any immediate questions you have. However, should you have any further questions please do consider attending one of the sessions or reach out directly so we can help. Please contact merger@endeavourschools.org

Whilst these proposals are only in the initial stages, and no final decisions have been made, we remain extremely excited about the potential it will deliver for students, staff, and the wider school community alike, and so we hope you too feel enthused about these plans.

In the meantime, we wish you all a successful end to term and would like to thank you all for your ongoing support and collaboration as we explore this exciting opportunity.

Yours sincerely

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