

November & December 2024

Briefing & Engagement Meetings

Proposed Merger



The Proposed Merger of South York Multi Academy Trust and Sherburn, Tadcaster and Rural Multi Academy Trust

Making a Difference by working together



“““

In any given moment we have two opinions: to step forward into growth or step back into safety'

– Abraham Maslow

The Current STAR Community

A close geographical family of schools.

A thriving community of exceptional schools, united together by a shared commitment to inspiring every individual to reach their full potential.



11 SCHOOLS



4400 STUDENTS



680 STAFF



The STAR
MULTI ACADEMY TRUST



Our Journey and Achievements

98% of **STAR students** attend **Good** or better schools. STAR has a strong offer to support schools.

2017

WE WERE A NETWORK OF SCHOOLS

We worked together as a group of geographically close schools.

2018

WE CREATED A MAT

On 1st May 2018, the first four schools converted to STAR, followed by 5 more in June and July.

2019

WE WELCOMED TWO NEW SCHOOLS

Sherburn High joined STAR in October 2018 with Brayton becoming our second sponsored school in November 2019.

2024

WE ARE STRONGER TOGETHER

We have built capacity through effective systems and processes to welcome more schools to join our family.

What makes us STAR?



Aspiration



Inclusivity



Community



Collaborative

We are a Trust where our values are the reality.

Strong principles
and values

Collaborative, collegiate
approaches - ability to shape

An Inclusive Trust where
everyone belongs

Student focused; equality of
opportunity

People Focused

Community Focused

One team all aspiring to
improve schools



The STAR
MULTI ACADEMY TRUST

Why Growth?

Reach More Children,
Transform Our Communities.



The Proposed Merged Community



17 SCHOOLS



7000 STUDENTS



1000 STAFF



Proud of who we are



- Both trusts have served our communities since 2018
- Over that time, we have educated thousands of children in value led schools
- We have always looked to meet the needs and aspirations of our communities
- We want our schools to be fantastic places to learn and work in
- We believe our children and young people should be the change they wish to see in the world
- We are always striving to do our very best and we believe we can build on our strong foundations and measurable success to do even more by working together



Proud of what we can become...

A values and principles led organisation:

 **Inclusion**

 **Collaboration**

 **Aspiration**

 **Integrity**



Proud of what we can become....

- The Trust will be an inclusive organisation that welcomes and nurtures all children and young people in our community, regardless of background or ability.
- All schools are equal partners. Our strength comes from our commitment to each other.
- The Trust has a central focus on collaboration at all levels to drive school improvement and deliver clear accountability throughout the organisation.
- Each school will continue to have its own Local Governing Board. Governors will play a key role in the Trust's processes for setting the strategic direction of schools and holding the school leadership to account.
- We are proud of the identity and ethos of our schools; whether they are secular or have church distinctiveness, we create an environment where all can flourish



Proud of what we can become

For Our Schools

- Enhanced collaboration and learning; excellence in our classrooms
- Further developed & wider ranging school improvement; capacity
- Developing expertise
- Making a difference
- Increased specialist support especially for our most vulnerable
- Wider educational opportunities; young people working together
- Sharing of Special Educational Needs and inclusion expertise
- Recruitment and talent attraction



What will be the impact on staff?

- It is anticipated that colleagues will notice no negative impact, and a range of positives.
- Neither Trust has changed its terms and conditions, including pay scales and pension providers since its inception. The new trust if formed is holding to these principles and requirements.
- There would be more opportunities to work with individuals and teams of like-minded colleagues to collaborate, share best practice and share resources and resourcing to make a positive difference to workload.
- There would be increased opportunities for development and promotion through new roles and CPD focussed on the needs of the schools.
- There is no plan for staff to have changes made to their working locations.
- Although there may be new roles in the formation and leadership of the new trust, there is no plan for roles to be removed, redundancies or for people to have to re-apply for roles they are already filling.
- There are no plans to reorganise the curriculum and there are no plans to restructure.

Further benefits

- Locality based resources and collaboration
- Regional influence and provision of high-quality education
- Collaborative learning environment
- Resource optimisation
- Increased educational opportunities
- Improved outcomes for young people
- Joined up local approach to engagement and outreach
- Flexibility and autonomy
- Wider networks and partnerships
- Shared ethos and values
- Adaptability to changing educational landscapes
- Increased economies of scale
- Additional funding

What's next?

The engagement period runs now until 18th December 2024. Please share your thoughts and feedback at any time via the following routes:

- Input at meetings
- Feedback via email: engagement@starmat.uk
- Online survey found on our Trust website – www.starmat.uk

We will collate all feedback into a final report which will be shared early in the new year.

Our Board will meet in January to consider all feedback and determine if they wish to progress with the submission of an application to the DfE.



"You can either react to change, embrace change or create change"

~Bobby Umar

Any Questions?

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