



Pennine Academies Yorkshire  
Farnham Primary School  
Stratford Road  
Bradford  
BD7 3HU

24 September 2025

Dear Valued Staff Member/Colleague

Since our formation in 2018, Pennine Academies Yorkshire has worked collaboratively for the best interests of our pupils and wider communities. We are so proud of the work we have done and our achievements to date. The strength all our schools gain from working together, sharing best practice and benefiting from our central offer and educational provision is very real.

Our values and the inclusive nature of our trust are fundamental to what we do. Serving our communities is of the highest importance to us all.

We know that to continue to develop the work that we feel so passionately about, we should look to appropriate growth and connections. The Government recommends that to be a fully sustainable trust we should be educating some 7,500 children and young people. Our work is based on collaboration, and we have always looked to work with likeminded schools and trusts.

Over recent months our Trust Board has been in discussion with Impact Education Multi Academy Trust (IMPACT), who share the same ambitions for their young people. Both Trusts have a clear commitment to providing an exceptional education 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 parents, carers, staff and other stakeholders on these proposals. This letter provides you information, whilst also inviting you to let us know your views.

The schools involved in this proposal are:

**Pennine Academies Yorkshire:**

Clayton Village Primary School, Bradford  
Crossley Hall Primary School, Bradford  
Farnham Primary School, Bradford  
Grove House Primary School, Bradford  
Hollingwood Primary School, Bradford  
Laycock Primary School, Keighley  
Lidget Green Primary School, Bradford

**Impact Education Multi Academy Trust:**

Berry Brow Infant & Nursery Academy, Huddersfield  
Castle Hall Academy, Mirfield  
Hill View Academy, Huddersfield  
Lee Mount Academy, Halifax  
Newsome Academy, Huddersfield  
Newsome Junior Academy, Huddersfield  
Old Bank Academy, Mirfield  
The Halifax Academy, Halifax  
The Whitley AP Academy, Halifax  
Warley Road Primary Academy, Halifax  
Golcar Junior, Infant and Nursery School (due to join in 2026)

This is an exciting time for our Trust and schools and a fantastic opportunity for us to further strengthen our partnerships as a group of like-minded education providers by formalising the relationships between us.

The Trust is determined to deliver the very highest standard of education through collaboration, sharing of best practice and is underpinned by our shared ethos and values.

We are currently engaging on our proposals with stakeholders in this decision and we want to give you every opportunity to find out more and ask questions.

The engagement period will run from 24 September 2025 – 22 October 2025. Following the engagement period, a report on the findings will be published and made available to all stakeholders via our [Trust website](#).

To help staff develop their knowledge and understanding of what is involved, we have organised an information session as follows:

**Please use this link to register your attendance [Online Virtual Meeting](#)  
Wednesday, 8 October  
3:45 – 4.45pm**

The session will be an opportunity to ask questions about how this will affect the schools within Impact and the Trust as a whole. Union representatives have also been invited to attend these sessions. We will be available to talk to you, and you will also be able to register your comments, queries and any thoughts on opportunities or concerns

If you cannot make this event, please inform us at [comms@paymat.org](mailto:comms@paymat.org) and we will look at alternative ways of providing the information and for you to ask questions.

We also enclose with this letter a copy of some Frequently Asked Questions, which you may find of interest. On the Trust website we have created an academy engagement area where you will find the information shared with you today as well as an online questionnaire. On our Trust website there is also a video we have created to give you more information on the partnership with Pennine Academies Yorkshire and Impact Education Multi Academy Trust. Further detail will also be added as it emerges. Please follow this [link](#) to the website.

These events are not part of any HR process; this will come further into the process if a decision is made to form a partnership.

If you are unable to attend but would like further information you can contact the Trust in the following ways:

- By email at: [comms@paymat.org](mailto:comms@paymat.org)
- Complete our online survey on the Trust website <https://www.paymat.org/our-future>

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

Yours sincerely



**Michael Thorp**  
CEO  
Pennine Academies Yorkshire



**Deirdre Bailey**  
Chair of Trustees  
Pennine Academies Yorkshire

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Enclosed: Frequently Asked Questions