

Frequently Asked Questions (FAQs)

Why is a merger being considered and why now?	<p>Over the past few months, stakeholders from both Wade Deacon Trust (WDT) and Omega Multi-Academy Trust (OMAT) have been positively engaging in confidential discussions with counterparts regarding a potential Trust merger.</p> <p>Both of our Trusts have been approached in previous years by other Trusts to discuss a potential merger, and on each occasion, it has been determined that the opportunity has not been right.</p> <p>However, it has become increasingly clear to us both, and our respective Trust Boards, that this opportunity is overwhelmingly positive for our organisations.</p> <p>There are several convincing reasons which explain why we are considering a merger.</p> <p>First and foremost, from a teaching and learning perspective, the pooling of knowledge and resources provides access to a wider range of expertise and skills. A merger would provide extra capacity and widen the scope of potential with an increased pool of staff to carry out school improvement work.</p> <p>As a sector, there are a growing number of initiatives similar to this potential merger, which the Department for Education has backed for further investigation. What is becoming clearer is that larger MATs are better equipped to withstand economic pressures and changes in government policy, ensuring long-term sustainability and continued improvement in standards.</p> <p>Both WDT and OMAT consider one another to be trusted partners with a strong, local footprint, committed to a set of values that are fully aligned.</p> <p>Together, we have already undertaken work together in partnership to drive school improvements, and our co-operation continues to grow from strength to strength.</p>
Who makes the final decision on the proposal?	<p>Any decision to proceed with the merger will be subject to consultation, due diligence, the approval of both Trust Boards, followed by approval from the DfE Regional Director.</p>

<p>What does the due diligence process involve?</p>	<p>Both Trusts independently carry out due diligence on each other. As part of this thorough process, a number of areas are explored. These include, but are not limited to:</p> <ol style="list-style-type: none"> 1. Legal, compliance & contracts 2. Financial stability and compliance 3. HR & organisational 4. Premises, estates and property 5. Quality of education, standards & safeguarding 6. Reputation of the Trust and its schools
<p>What is the proposed timescale?</p>	<p>We anticipate that all due diligence and paperwork will be completed in the Autumn Term this year.</p> <p>Any decision will be informed by the completion of the due diligence process which is currently underway and a review of the feedback received from the consultation.</p> <p>Should a decision then be agreed by both Trust Boards to merge, approval will then be required from the DfE Regional Director.</p> <p>However, these processes can take some time and be subject to delays so we will keep stakeholders informed of any changes to these proposed timescales.</p>
<p>What will this mean for staff?</p>	<p>We believe that the merging of both Trusts will bring benefits for our staff.</p> <p>Through increased collaboration, staff will have access to enhanced best practice sharing, resources and training.</p> <p>If either of our respective Trust Boards suspected that this merger would not benefit our entire school communities, including staff, we would not be proceeding with the proposal.</p> <p>For colleagues working within our schools, we do not anticipate any direct impact on their role, place of work, terms and conditions, or day-to-day responsibilities as a result of the merger itself.</p> <p>As with any organisational merger, consideration would need to be given to how central functions and support services operate across the combined organisation. No decisions have been made in this regard and any proposals affecting staff would be subject to appropriate consultation and engagement processes.</p> <p>As is the case with any merger, there is always a 'transferring' Trust and a 'receiving' Trust; in accordance with legal frameworks.</p> <p>Wade Deacon Trust is the 'receiving' Trust, and Omega Multi-Academy Trust is the 'transferring' Trust.</p> <p>This means that all staff employed by Omega Multi-Academy Trust will be moved over and employed by the Wade Deacon</p>

	<p>Trust, subject to completion.</p> <p>Omega Multi-Academy Trust staff will be protected to transfer on the same employment terms and conditions, including pensions. This is legally covered by the Transfer of Undertakings (Protection of Employment) Regulations; commonly known as TUPE.</p> <p>Prior to a merger there would be a full staff consultation regarding TUPE for Omega Multi-Academy Trust staff, which is set out in the regulations. Further information on this will be shared at the appropriate time. We are committed to ensuring that this contractual change happens smoothly with no disruption.</p>
Will staff have to reapply for their jobs?	<p>There are no plans for this. Should any organisational decisions need to be made later down the line, those members of staff affected and recognised trade unions would be consulted with directly, in line with relevant employment procedures.</p>
Will staff be moved across locations?	<p>For colleagues working within our schools, there are currently no proposals to change their place of work as a result of the merger.</p> <p>As with any organisational merger, consideration would need to be given to how central functions and support services operate across the combined organisation. This may include reviewing how colleagues work together across existing locations. No decisions have been made in this regard and any proposals affecting staff would be subject to appropriate consultation and engagement processes.</p> <p>For those who are interested in exploring new prospects, there may be opportunities to work across more settings and be part of a wider collaboration.</p>
How will this support staff's professional development?	<p>Following the merger, there will be increased opportunities for collaboration and professional development for all staff with the Trust, including through best practice and resource sharing.</p>
What does this mean for our children and young people?	<p>The merger will not disrupt provision in any of our schools.</p> <p>There will be no changes to senior leadership and parent and/or carer relationships with their child's school will continue as normal. The staff, including senior staff, will continue to teach as they currently do.</p> <p>There will be improvements to the way we support teaching, for example, in the capacity to provide additional staffing resource, information technology and funding. There will also be enhanced opportunities for developing the condition of our buildings to provide first-class facilities for everyone.</p>
Will the school names change?	<p>There are no plans for this.</p>

<p>Will there be any changes to the admissions criteria?</p>	<p>There are no plans to change admissions criteria as a result of this proposed merger.</p>
<p>Will the curriculum change?</p>	<p>There are no immediate plans to make curriculum changes as a result of the merger itself.</p> <p>Both Trusts are committed to continually reviewing and refining their curriculum to ensure that children and young people receive the highest quality education possible. This is a normal part of school improvement and reflects our responsibility to respond to new evidence, best practice and the needs of our pupils.</p> <p>In both Wade Deacon Trust and Omega Multi-Academy Trust, curriculum development is increasingly undertaken collaboratively across schools, drawing upon the expertise and experience of a wide range of leaders and teachers.</p> <p>Should the merger proceed, we would expect this collaborative approach to continue across the combined Trust. One of the potential benefits of the merger is that it would bring together a larger pool of expertise, knowledge and resources, enabling schools to work together to further strengthen educational provision and improve outcomes for pupils.</p> <p>Any future curriculum developments would continue to be driven by what is considered to be in the best interests of pupils, rather than by the merger itself.</p>
<p>Would the term and holiday dates change?</p>	<p>There are no planned changes to term dates that have been published. Any changes will be communicated to parents and carers at the earliest opportunity.</p> <p>Both Trusts will continue to work with all schools to ensure dates best serve children and young people and staff within their community.</p>
<p>Would there be a change in school uniform?</p>	<p>There will be no changes to school uniforms during the 2026-27 academic year.</p>
<p>How would governance arrangements work?</p>	<p>Currently each Trust has its own Board of Trustees. Subject to the completion of a merger, this will change and there will be one Trust Board representing the newly merged Trust.</p> <p>The newly formed Trust Board would be made up of skilled and experienced individuals and would comprise of existing Trustees from both Trusts.</p> <p>As is currently the case, each school will continue to retain its own local governing body (LGCs), with responsibilities delegated from the Trust Board.</p>