

4 November 2024

Dear stakeholder

Re: Pendle Vale College conversion to academy status

I write to inform you that just before the half term break, the Regional Director's advisory boards in both the North West and Yorkshire and the Humber approved our application for Pendle Vale College to convert to academy status and become a member of a new, merged trust with the existing Pennine Trust, and South Craven school.

We have set out a timeline for the remaining work and have set an ambitious target date for Pendle Vale to convert and join the Trust on 1st July 2025. We anticipate South Craven and the Pennine Trust merging on 1st April 2025. The longer timescale for Pendle Vale is because the transfer of the Private Finance Initiative (PFI) contract will be a more complex piece of work.

We will need to undertake a number of key steps on this timeline, including TUPE (Transfer of Undertakings, Protection of Employment) where we will of course undertake a full consultation with all stakeholders. As part of this process, we will be seeking to agree a timetable for consultation which will include proposals for staffing structure and any procedures for 'matching' staff to posts; 'measures' in connection with the transfer, including any criteria to be used in cases of redundancy; intentions regarding terms and conditions, policies and procedures; trade union recognition; and the mechanisms for this consultation and negotiation.

We anticipate being ready to commence this work in the spring term of 2025.

The schools involved in this merger have undertaken a selection process and appointed Stone King to undertake the legal work in transferring each member into the new trust.

A working group formed from staff and governors/trustees in each organisation considered important features of the new trust, including vision, mission and values and a suitable name. In selecting a name, we were keen to acknowledge the feedback of the initial consultation process; avoid any geographical reference, which could restrict future growth; and reflect our shared values of ambition and collaboration. The name selected for the new trust is *Apex Collaborative Trust*.

Over the next few months there will be periodic updates about our progress with the merger on the website. Important news and dates will also be shared directly in writing or at board or governor meetings. In the meantime, do not hesitate to speak with me if you have questions or would like additional details on any of the above.

Yours sincerely



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