

1st February 2023

Dear Parents and Carers

We are pleased to confirm that, excluding unforeseen events, the date for the merger of Clevedon Learning Trust and Futura Learning Partnership will be 1st March 2023. This falls within just one month of our provisional target date and is an excellent outcome given the complex nature of bringing two Trusts of significant size together.

I want to again thank all those involved in working so hard to make this process a success. The merger will bring together 28 schools and nearly 12,000 children and young people, creating a strong family of schools serving local communities in an area spanning Bath to Bridgwater.

We have provided a reminder of the key facts about the merger below. In addition, you will start to receive more information and updates about our trust following the merger, but in the meantime if you have any queries please do not hesitate to contact the headteacher of your child's school in the first instance.

With kind regards



*Malcolm Broad MBE
Chair of Trust Board
Futura Learning Partnership*

Merger of Clevedon Learning Trust and Futura Learning Partnership

What is the background to the merger?

- The trustees of The Clevedon Learning Trust (CLT) and Futura Learning Partnership (Futura) have agreed in principle to merge the two trusts and create one larger trust. CLT has 13 schools, serving 4,600 pupils, located in North Somerset and Somerset. Futura has 15 schools, serving 7000 pupils, located in B&NES, South Gloucestershire and South Bristol. The merger will create a trust with 1 special, 6 secondary and 21 primary schools, serving nearly 12,000 pupils
- The CLT initiated the merger discussions as part of their work to replace their founding CEO, John Wells, who retired at the end of the school year 2021-22. This work included talking to a number of trusts about a merger
- Following discussions and an initial due diligence investigation, the CLT Board voted unanimously to seek to merge with Futura. The Futura Trust Board also voted unanimously in

favour of the merger. The trustees of CLT and Futura believe strongly that this merger will be in the best interests of pupils and staff and will secure the future of both trusts

- The CEO of the merged trust will be Andrea Arlidge, the current CEO of Futura Learning Partnership. Andrea is the founding CEO of Futura and has been in post since 2014
- The proposed merger was given formal approval by the Department of Education on 26th September 2022. The application was approved in full and feedback received indicates it is viewed as a strong proposal

What is the rationale for the merger?

- The merger will create a strong trust with the capacity to improve schools rapidly and at scale, to the benefit of current and future pupils and staff. This is very much in line with the Schools White Paper, Opportunity for All, which states the government's ambition for every school to be part of a strong trust by 2030.
- Both sets of trustees consider there to be considerable synergy between the two trusts, which are both at a similar stage of development.

The key points of similarity are:

- Common vision, values, culture and ethos
 - Commitment to an inclusive, all-through organisation, based on a powerful understanding of the whole educational journey, 3 - 19
 - Strong partnership with the Diocese of Bath & Wells with foundation trustees on both trust boards
 - Strong commitment to working with the communities their schools serve, with each school retaining an identity that is reflective of its community
 - Both trusts have a strong commitment to strategic governance as one of the defining characteristics of a strong trust, including school-based governance that ensures each school is firmly rooted in its community
 - Strong commitment to being an excellent employer, an 'employer of choice', supporting staff workload and well-being, investing in training and providing opportunities for growth and career development
 - Both trusts have a desire and commitment to grow beyond their respective sizes as part of their current strategic plans.
- The merger will enable the newly formed trustee board to create a financial strategy that will be sustainable both now and well into the future.

What will the new trust be called?

- After careful consideration, both sets of trustees decided to adopt the name Futura Learning Partnership for the new Trust. This makes sense as the name itself is new, having only just been launched in September 2021. Futura was formerly called Wellsway Multi Academy Trust, named after the founding school (Wellsway School in Keynsham) in the same way that CLT was named after Clevedon School. It is important that our new Trust has a name that is not linked to an individual school or place to emphasise that every school within our family is of equal value.

- Very importantly, our new Trust will adopt the CLT values of Children, Choice and Collaboration, which will become the strap line for the Trust.

What will be the benefits of the merger?

Trustees believe the merger will be in the best interest of our pupils and communities because it will lead to:

- Wider opportunities for pupils
- Increased capacity and flexibility to support and improve schools
- Enhanced career and professional development opportunities for staff
- Greater financial resilience and wider economies of scale
- Improved systems and procedures supported by a central team of skilled professionals