



**MID ESSEX ANGLICAN ACADEMY TRUST**  
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27<sup>th</sup> June 2023

Dear Parents/Carers and Colleagues,

Trust Expansion Update

As you are already aware, the Mid Essex Anglican Academy Trust is expanding to include Bentley St Paul's Church of England Primary School, with a likely conversion date of 1 September. The Trust is now also beginning consultation to expand to five schools from April 2024 at the earliest. The schools who are being considered are Ingatestone Infants School and Ingatestone and Fryerning Church of England Junior School.

There are many positive outcomes for the schools and therefore our pupils. For example:

- the trust will benefit from economies of scale in areas such as payroll costs, training and staffing costs;; this will increase the resources we can spend on teaching and learning for our children;
- training and development can cross over the whole trust, sharing expertise, raising standards and keeping up to date with new initiatives;
- staff retention will improve with the trust being able to plan strategically for future leaders, giving them promotion and celebrating skills (staff retention and headteacher appointment is a significant national issue currently);
- opportunities could be explored to support initial teacher training, developing 'home grown' teachers and apprentices (again a national issue);
- there will be strong teachers and examples of new and innovative practice that all of the schools can learn from (for example Mountnessing is a Forest School and Shenfield St Mary's benefited greatly from the school's knowledge and expertise); and
- accountability will increase with the school being compared to other schools in the trust.

With the increase from two to five schools within the next year, as the CEO, I will no longer have the capacity to both lead the Trust and be the head teacher of Shenfield St Mary's. Therefore, the Trust is currently consulting the teaching team regarding a possible restructure of the leadership team at Shenfield St Mary's, where two new positions will be created: Head of School and Assistant Head and, the Deputy Head Teacher role will cease to exist. I will continue to be based at Shenfield St Mary's for two days per week and will support the new Head of School in the role.

If you have any comments or questions regarding this change, please send them to the office ([clerk@shenfield-st-marys.essex.sch.uk](mailto:clerk@shenfield-st-marys.essex.sch.uk)) by 4 WORKING WEEKS LATER. Depending on the level of interest, the Academy Trust Directors may run a consultation meeting for parents / carers at one of the schools.

Yours sincerely,

Mrs S E Taggart  
Executive Head Teacher



