



1st May 2026

Consultation on the proposed merger of Elements Diocesan Learning Trust (Elements) and Diocese of Worcester Multi Academy Trust (DoWMAT)

Dear staff,

We hope you are well and would like to firstly take the opportunity to thank you for your continued efforts as we settle into the summer term. Further to the letter we shared in October, we wanted to provide an update on the exciting proposal to explore the possible merger between Elements and DoWMAT.

As shared previously, we believe the possible merger presents a really positive opportunity for our schools, children and communities. As Diocese Trusts we are guided by the Church of England's vision for education and believe the proposed merger strengthens our commitment to nurturing spiritual, moral, social, and academic development.

By increasing our collaboration and shared capabilities, we will be able to offer enhanced professional development opportunities to staff, through increased best practice and resource sharing and training, helping to retain and recruit high-quality staff. Similarly, we believe it will enhance our school improvement capability and will help us to drive further educational excellence in our classrooms, so we can deliver the very best possible education to all pupils.

We also believe this merger would provide improved operational efficiencies as regards procurement, finance, and administration and enhance financial and longer term sustainability for both Trusts.

As the views and feedback of our school communities are hugely important to us, we have been hard at work developing a consultation through which you can express your views about the proposed merger. We are eager to hear your thoughts and perspectives as part of this process. The consultation will run from Friday 1st May to Monday 1st June 2026, and full details and documentation are available on our website here [Diocese of Worcester Multi Academy Trust - Merge Consultation](#). We encourage you to respond to the consultation and look forward to hearing your feedback.

To support this process, we will be hosting several forums and meetings about this for all interested parties. If you wish to attend a meeting online or in person the following dates are available:

Staff Consultation Dates
St Barnabas CE School, Drakes Broughton 1 st June 16:00-17:00 (in person)
MS Teams – 15:30-16:30 11 th May <i>(please request the MS Teams link via the email below)</i>

We appreciate you may have questions and so we have therefore created a FAQ document, to answer any immediate questions you may have. There is also a survey to capture your feedback; both of these can be found on the Trust website at [Diocese of Worcester Multi Academy Trust - Merge Consultation](#).



However, should you have any further questions please do attend one of the sessions, speak to your Headteacher or reach out via email so we can help. Please contact mergerconsultation@dowmat.education for any further queries.

We are excited about the proposed merge and potential it will deliver for children, staff and the wider school community alike, and so we hope you too feel enthused about these plans. In the meantime, we wish you all another successful term and would like to thank you for your ongoing support and collaboration as we explore this exciting opportunity.

Yours faithfully,

A handwritten signature in black ink that reads "V. Shelley".

Vicki Shelley
Interim CEO Elements
CEO DoWMAT

A handwritten signature in black ink that reads "D. Reeson".

David Reeson
Elements Trust Board Chair

A handwritten signature in black ink that reads "Chris Stephens".

Chris Stephens
DoWMAT Trust Board Chair