The Trust boards of Tenax Schools Trust (TST) and Endeavour MAT (EMAT) Letter to Stakeholder

4th September 2026

Dear Stakeholder,

The Trust Boards of Tenax Schools Trust (TST) and Endeavour MAT (EMAT) are pleased to announce that they are engaged in positive and constructive discussions about the possibility of bringing our two organisations together to form a single, even stronger academy trust.

Both trusts have a strong reputation for delivering high-quality education and serving their local communities across Kent and East Sussex. Together, the new Trust would comprise 13 schools, serving more than 7,000 pupils and employing over 1,000 colleagues. By bringing successful primary and secondary schools, together with a Teaching School Hub, into one organisation, we believe we can create even greater opportunities for the children, young people, staff and families we serve.

Over recent months, trustees and executive leaders from both Trusts have met regularly to explore the benefits of a merger. These discussions have highlighted the many similarities between our organisations, including our shared values, strong moral purpose and unwavering commitment to improving outcomes for every child and young person. Both Boards have therefore agreed to continue exploring this opportunity.

As a single integrated Trust, we would be better placed to:

- Secure educational excellence and equity for all learners.
- Create a more connected educational journey for pupils across all phases of education.
- Provide enhanced professional development and career opportunities for staff.
- Increase specialist expertise and support available to schools.
- Strengthen financial resilience and long-term sustainability.
- Deliver greater efficiencies and economies of scale.

Before any final decisions are made, we are committed to listening carefully to the views of our stakeholders. We are therefore launching a consultation process and warmly invite you to learn more about the proposal and share your feedback. The consultation materials include:

- Information about the proposed merger and the vision for the new Trust.
- Details of consultation meetings and engagement opportunities.
- Information about both existing Trusts.
- Frequently Asked Questions (FAQs).
- An opportunity to submit your views through a consultation questionnaire.

The CEOs from both trusts, Mark Cole (Tenax) and Charlie Guthrie (Endeavour) will be holding meetings alongside our headteachers for colleagues, parents, carers and other stakeholders over the coming weeks to explain the proposal in more detail and listen to your thoughts. Further details can be found here: https://tst-emat-consultation.co.uk/ The feedback received during the consultation will help inform each Trust Board's final decision and will be shared with the Department for Education as part of the approval process. Any decision to proceed will be based on whether the merger is in the best interests of our pupils, colleagues and communities.

We are excited by the potential opportunity to shape an even stronger, more resilient and more sustainable future for the communities we serve, and we encourage you to take part in the consultation. **The listening period lasts from 4th September to 27th October 2026.**

Thank you for your support and engagement.

Yours sincerely,

Anita Chown

Anita Chown
Chair, Tenax Schools Trust

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Chair, Endeavour MAT