



Consultation on the Proposal to Amalgamate Holy Trinity CE Infant & Nursery and Holy Trinity CE Junior Schools into a Single Primary School from 1 September 2025

Introduction

Leeds Diocesan Learning Trust (LDLT), the academy trust responsible for Holy Trinity Church of England Infant and Nursery and Holy Trinity Church of England Junior School, is proposing the amalgamation of the two schools to form a single, all-through Church of England primary school for children aged 3–11. The proposal is that this new primary school will operate from 1 September 2025, with all pupils based at the existing Junior School site.

This consultation document outlines the full rationale for the proposed change, provides details of how the transition will be managed, and invites pupils, parents, staff, trade unions, North Yorkshire County Council, the community and other stakeholders to share their views during the consultation period. The Trust will consider all the views put forward during the consultation period before a decision is taken on whether to proceed with the proposals.

Background to the proposal

Holy Trinity CE Infant and Junior Schools, located in Ripon, currently operate as two legally separate academies within Leeds Diocesan Learning Trust. Despite their separate legal identities, the schools are fully aligned in terms of leadership, governance, and educational approach.

The two schools are based on separate sites, with the Infant School accommodating children in Reception to Year 2 and the Junior School serving pupils in Years 3 to 6. However, they have long operated as a unified entity in all but name. A shared leadership structure has been in place for several years, prior to conversion to academy status in September 2022. This includes a single Headteacher and senior leadership team, as well as a merged Local Academy Council, which has governed both schools as one educational community.

Educationally, the schools already operate with a whole-school approach to curriculum planning, assessment, and development. Staff collaborate across both key stages, and pupils benefit from a consistent ethos, shared values, and aligned teaching practices. The proposed amalgamation will build on this foundation, allowing for even greater continuity in teaching and learning and a more streamlined transition for pupils as they move through the primary phase.

By formally uniting the two schools under a single primary structure, the Trust aims to strengthen this collaborative work, enabling deeper curriculum coherence, more flexible use of resources, and a truly seamless educational experience for children from age 3 to 11.

What does "amalgamation" mean?

Amalgamation in this context refers to the formal merger of two linked but separate schools into a single primary school with one legal identity and leadership structure. Under the proposal, Holy Trinity CE Infant School would formally close, and Holy Trinity CE Junior School would expand its age range to admit children from age 3, thereby becoming an all-through primary school. Although the Infant School would technically close, all pupils, staff, and core operations would continue as part of the newly merged school.

The merged school would be located on the current Junior School site. The site will be appropriately adapted to accommodate younger children, including Reception and Key Stage 1, ensuring that the learning environment is fully age-appropriate and aligned with Early Years Foundation Stage (EYFS) expectations.

Benefits of amalgamation

Amalgamating Holy Trinity CE Infant and Junior Schools into a single primary school will bring a wide range of educational, operational, and community benefits:

- It will enable a fully unified approach to curriculum planning, teaching, and assessment across all year groups, supporting smoother progression and stronger outcomes for pupils.
- Staff will be able to collaborate more effectively, share expertise, and deliver consistent approaches to learning, behaviour, and support for children with additional needs.
- For families, a single school will provide clarity and continuity, with one set of policies, communications, and leadership throughout their child's primary journey.
- There would no longer be a need for families of children in Year 2 to have to apply for a place in the Junior school from Year 3, thereby removing any uncertainty about transfer to a "new" school at the end of Key Stage 1.
- The move to the Junior School site also brings tangible benefits for children in Key Stage 1, who will gain access to significantly more outdoor space, including enhanced play areas and opportunities for outdoor learning. This will support the delivery of a broad and engaging early curriculum, with space for physical activity, exploration, and social development.
- Operationally, the amalgamation will create efficiencies in site management, administration, and resource allocation, enabling more funding to be directed toward improving educational provision.
- Most importantly, it will allow the school to further develop a shared identity and ethos, strengthening its role at the heart of the local community.

Implications for Pupils and Families

The proposed amalgamation is designed to provide a smooth and positive experience for pupils and their families, with long-term educational and pastoral benefits. As part of the formal process, children currently attending the Infant School will need to apply for a school place at the new, amalgamated primary school. However, the Trust will work closely with North Yorkshire County Council to ensure that this process is managed as smoothly as possible, with clear communication and guidance provided to all families. To support this, the school will host drop-in sessions where parents and carers can ask questions, receive help completing application forms, and access reassurance about the transition. Pupils will benefit from being

part of one continuous school community, with consistent expectations, routines, and relationships from Reception to Year 6. Families will also benefit from a single point of contact for communication, events, and policies, creating a more streamlined and supportive experience throughout their child's primary journey.

Impact on Staff

The employer will remain Leeds Diocesan Learning Trust, so there will be no need for a transfer of employment to take place under the Transfer of Undertaking and Protection of Employment Regulations 2006 (as amended in 2014) (TUPE). No existing member of staff would be required to change their contract of employment by working across both schools. The proposed change would not constitute a break in service or affect staff terms and conditions in any way.

The wellbeing and professional development of all staff remain a priority throughout the process, and the Trust will work closely with school leaders and staff representatives to ensure effective communication and support. The move to an all-through primary setting will also bring new opportunities for collaboration across key stages, shared planning, and broader professional learning, contributing to a strengthened, unified staff team.

Leadership and Governance

The two schools are currently governed by a single Local Academy Council (LAC), and this arrangement will continue under the new primary school. The LAC has already been monitoring the strategic direction of the proposed amalgamation and will retain responsibility for oversight during and after the transition.

Site and Facilities

The amalgamated primary school will be located entirely on the current **Holy Trinity CE Junior School site**, which offers a more spacious and adaptable environment for delivering high-quality primary education. The site has been assessed and found suitable to accommodate the full primary age range, including Early Years Foundation Stage (EYFS) provision, with some targeted adaptations. These will include the development of age-appropriate classrooms for Reception and Key Stage 1, the installation of suitable toilet facilities, and the creation of a dedicated outdoor play and learning space for younger children. These enhancements will ensure that the physical environment supports the developmental and educational needs of all pupils, including the youngest learners, in line with the statutory requirements of the Early Years Framework.

The Junior School site offers considerably more outdoor space than the current Infant School site, which presents an excellent opportunity to enhance pupils' access to outdoor learning, physical activity, and social play. This will be especially beneficial for children in Reception and Key Stage 1, whose development is closely linked to opportunities for movement, exploration, and imaginative play. The site also includes a well-equipped hall, multiple classrooms and the potential to accommodate additional specialist areas such as small group rooms and intervention spaces.

To support the increased number of pupils on site, the school plans to install an additional modular classroom, with sufficient space to deliver the full curriculum comfortably. The project

will be carefully managed to ensure all works are completed prior to the beginning of the 2025/26 academic year, minimising disruption to pupils and staff.

Next Steps and How to Respond

This consultation will run for a period of three weeks. During this time, we welcome views and feedback from parents, staff, the Local Authority, and the wider community. Once the consultation closes, the responses will be reviewed and summarised for submission alongside the Trust's application for a significant change to the Department for Education.

If the application is approved, transition planning will begin in earnest, with regular updates provided to all stakeholders.

You can respond to this consultation in the following ways:

- By completing the online consultation form on the Federation website under Our School
- By attending our public consultation meeting

If you have any questions or would like to speak to someone about the proposal, please contact the school office via admin@htceschools.co.uk

Consultation Start date 25th April 2025

Public Meeting 8th May 6pm Junior Hall

Consultation end date 16th May 2025

If you have any questions or would like to speak to someone about the proposal, please contact the school office using the contact details above.

Conclusion

The proposed amalgamation of Holy Trinity CE Infant and Junior Schools into a single, unified primary school represents a strategic, sustainable, and educationally sound step forward. It reflects current practice, responds to significant challenges, and most importantly, puts the long-term interests of pupils and the community at its heart.

We thank you for taking the time to consider this proposal and look forward to hearing your views.