



Department
for Education

Dame Kate Dethridge
Regional Director
South East Regions Group
34 Clarendon Road
Watford
WD17 1JJ
RG.SE@education.gov.uk

The Members and Trustees of Academies Enterprise Trust
3rd Floor, 183 Eversholt Street
London
NW1 1BU

By email: dhall@academiesenterprisetrust.org

13 July 2022

Dear Mr Hall,

Termination Warning Notice to the Members and Trustees of Academies Enterprise Trust in respect of Sir Herbert Leon Academy

In accordance with sections 2A and 2D of the Academies Act 2010ⁱ any funding agreement of an academy may be terminated by the Secretary of State where special measures are required to be taken by the academy or the academy requires significant improvement and the Chief Inspector of Ofsted has given notice of that under section 13(3)(a) of the Education Act 2005.

I received an Ofsted notification dated 28th June 2022 confirming that Sir Herbert Leon Academy was judged to be inadequate and requires special measures. For the reasons set out below, I now consider it necessary to issue this Termination Warning Notice.

As Regional Director, I need to be satisfied that the trust has capacity to deliver rapid and sustainable improvement at Sir Herbert Leon Academy. If I am not satisfied that this can be achieved, I will consider whether to terminate the funding agreement in order to transfer the Academy to an alternative academy trust.

The Ofsted report, published on 12th July 2022, highlights the following key areas of concern:

- Leaders have not followed their own policy or statutory guidance with regard to the checks made on alternative provision prior to pupils attending. Leaders do not systematically check that pupils attending alternative provision are present or safe. This means that pupils may be at risk of harm. Leaders must take urgent action to ensure that:

- All the necessary checks are made on alternative provision prior to pupils from this school attending an alternative setting
 - All designated safeguarding leaders must follow the school policy, local authority arrangements and statutory guidance for assessing and reporting safeguarding actions
 - Safeguarding records should be improved so that they are accurate and help to keep pupils safe
 - Those responsible for governance develop effective systems to check statutory systems and process are in place to safeguard pupils.
- Leaders have not developed a systematic approach to catering for pupils' wider development. As a result, pupils are not prepared for life in modern Britain. Leaders must ensure there is a comprehensive programme of PSHE and RSE developed and implemented as soon as possible.
 - Leaders have made improvements in many areas of the curriculum. However, in some subjects, leaders have not yet developed their curriculum thinking and implementation is weak in some areas. This leads to ineffective teaching of the intended curriculum and disrupted learning environments in some subjects. Leaders must ensure that subject leaders receive appropriate support to further develop curriculum thinking and implementation.
 - Leaders have not done enough to ensure that discrimination, harassment and bullying among pupils is addressed. As a result, there is a culture of non-reporting and tolerance of these behaviours among pupils. Leaders must challenge discrimination and harassment and take decisive action to prevent bullying and engender a culture that does not tolerate bullying.

In making the decision on whether to terminate the funding agreement, I will consider any written representations you wish to make in response to this Termination Warning Notice. This information should include, but is not limited to:

- Information on the immediate and appropriate support that is being provided to Sir Herbert Leon Academy to address the issues raised by the Ofsted report, in particular the school's Post Ofsted Action Plan.
- An action plan to address the safeguarding concerns which are listed above, that provides evidence that the Trust is adhering to regulations and statutory guidance; [Keeping children safe in education \(KCSIE\)](#) and [Working together \(WT\) to safeguard children](#), and that these are effectively implemented at Sir Herbert Leon Academy.
- Details of plans to strengthen leadership and governance oversight of the Academy at trust level including details of the available supportive capacity in the wider trust.

Please provide me with any representations you wish to make, as well as the above information requested above by 16th September 2022.

I am copying this letter to Ofsted and Milton Keynes Council. A copy of this letter will also be published on GOV.UK.

Yours sincerely,

A handwritten signature in black ink, reading "K. Dethridge". The signature is written in a cursive style with a large initial 'K' and a long horizontal stroke at the end.

Dame Kate Dethridge
Regional Director, South East Regions Group

ⁱ Inserted by section 14 of the Education and Adoption Act 2016