



Department
for Education

Lisa Mannall
Regional Schools Commissioner for the
South West
2 Rivergate, Temple Quay
Bristol
BS1 6EH

The Members and Trustees of Steiner Academy Frome

[REDACTED]
Chair of the Academy Management sub-Committee
Steiner Academy Frome
Park Road
Frome
BA11 1EU

30 January 2019

Dear [REDACTED]

Termination Warning Notice to the Members and Trustees of Steiner Academy Frome

In accordance with section 2A 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 11 January 2019 confirming that Steiner Academy Frome (SAF) was judged to be Inadequate in all areas and requires special measures. Of serious concern were Ofsted's conclusions that:

- Leaders and governors have failed to provide pupils with a safe and effective education. They do not understand current statutory requirements.
- Safeguarding is not effective. Essential systems to oversee this work are not in place. Pupils are not supervised well enough.
- Some staff and parents do not feel able to raise concerns. Leaders and governors have not created an open culture that puts pupils' safety and welfare first.
- Governors do not hold senior leaders to account. They have not identified or tackled serious weaknesses at the school.
- Governors have not ensured that their statutory responsibilities are met. For example, equalities are not promoted effectively.
- Teachers' expectations of pupils are too low. Pupils of all abilities make insufficient progress across the curriculum.
- Pupils with special educational needs and/or disabilities (SEND) make insufficient progress. Over time, there has been little effective support for these vulnerable pupils.

On the basis of the evidence provided by Ofsted, I am now issuing this Termination Warning Notice because I do not have confidence that the Trust is able to rapidly and sustainably improve the academy's systems of governance and management, and educational standards. I am therefore minded to terminate the funding agreement of the academy and transfer the school to a strong multi-academy trust that can provide the capacity for continued improvement.

My team will work with you to identify a trust that can provide for the needs of the school and its pupils. In the meantime, I am pleased that the interim leader, provided by Bridgwater College Trust, is now working to support you and the school's leadership team to secure improvement. I strongly recommend that Trustees of SAF support the work of the Academy Management sub-Committee to focus on the priorities below:

- Ensuring all pupils are safe while in the school's care, and that any safeguarding incidents are regularly reported and rigorously checked, with policies up-to-date;
- Ensuring all other current statutory requirements are adhered to;
- Helping increase teachers' expectations of pupils, so that pupils of all abilities make sufficient progress; and
- Building an open culture at the school which puts pupils' safety and welfare first.

In making the decision on whether to terminate the funding agreement, I will consider any written representations you wish to make. Please provide me with any representations you have by 20 February and also share with me a copy of your post-Ofsted action plan, copied to [REDACTED] via [REDACTED]

In the event of termination, my team will make every effort to secure a suitable sponsor for SAF. However, if this is not possible, I will consider all possible options for the school. This may include potential closure.

I am copying this letter to the National Schools Commissioner and Somerset Local Authority. This letter will also be published on gov.uk. We aim to do this within 15 working days of the date of this letter.

Yours sincerely,



Lisa Mannall
Regional Schools Commissioner for the South West

cc: Dominic Herrington, National Schools Commissioner

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