



Department
for Education

Office of the Regional Schools Commissioner
for the West Midlands
Department for Education
Cheylesmore House
Quinton Road
Coventry
CV1 2WT

Email: RSC.WM@education.gov.uk

Mr David Johnson (Chair of Trustees)
Learning Today Leading Tomorrow
1 Bailey Road
Rugby
CV23 0PD

17 September 2019

Dear Mr Johnson

Minded to Terminate Letter to the Members and Directors/Trustees of Learning Today Leading Tomorrow (“the Trust”) in respect of Rugby Free Secondary School (“the Academy”)

I write concerning the funding agreement made between the Secretary of State and the Trust in respect of the Academy.

In accordance with section 2A of the Academies Act 2010ⁱ, any funding agreement of an academy may be terminated by the Regional Schools Commissioner (on behalf of the Secretary of State) where special measures are required to be taken in relation to 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 following the Inspection on 14-15 May 2019 confirming that the Academy was judged to be inadequate and requires significant improvement. Of serious concern are Ofsted’s conclusions that:

- Senior leaders have an overgenerous view of their school’s effectiveness. They have not acted to stem the decline at the school. Consequently, pupils’ behaviour, the quality of teaching and the progress pupils make, especially middle-ability pupils, are weak.
- Senior leaders are reluctant to acknowledge weaknesses at the school. Therefore, they fail to address swiftly any issues as they arise.
- The quality of teaching is marred by inconsistencies. While some teaching meets the needs of pupils, mainly for the most able, a significant proportion of teaching is weak and does not ensure that pupils, especially those of middle ability, make the progress they should.
- Ineffective teaching and an inconsistent approach to managing pupils’ behaviour have resulted in many incidents of low-level disruptions in lessons that halt the learning of pupils. Leaders are too accepting of that type of behaviour and fail to address it consistently.
- Leaders’ weak communication has resulted in a breakdown of relationships between the body of staff. Consequently, morale at the school is extremely low.
- Pupils do not consistently demonstrate positive attitudes to learning. They choose which teachers they will behave for and which they will not. Too many arrive late to lessons and leave lessons throughout for no apparent reasons.

Leaders and teachers do not deal effectively with this type of behaviour.

- Governors in the past have not acted swiftly enough to hold leaders to account for the falling standards of behaviour and the quality of teaching at the school.
- The curriculum offers a wide range of appropriate subjects. The current weaknesses in teaching and behaviour hinder the curriculum being taught effectively.

As the Regional Schools Commissioner acting on behalf of the Secretary of State, I must be satisfied that the Academy can achieve rapid and sustained improvement. If I am not satisfied this can be achieved I will consider issuing a Notice of Termination in accordance with section 2A of the Academies Act 2010.

I would be grateful to receive the following evidence to inform my decision:

1. **A copy of the Post Ofsted Action Plan;**
2. **Information on what action is being taken to support educational improvement at the academy;**
3. **Information on the progress pupils are making;**
4. **Details of current governance and leadership arrangements;**
5. **Any additional information you consider would be useful for the Regional Schools Commissioner**

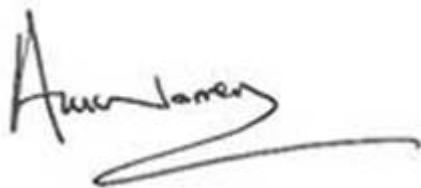
Please supply the requested information to me within **fifteen working days** of the date of this letter (i.e. by Wednesday 9 October 2019).

I would also like to arrange for a meeting to be held between representatives from my office; the Chair of the Trust; and the CEO of the Trust at 230pm on Thursday 24 October 2019 at:

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We are copying this letter to Warwickshire County Council, Mark Pawsey (MP for Rugby and Bulkington), Ofsted and Dominic Herrington (National Schools Commissioner). This letter will also be published on www.gov.uk.

Yours sincerely



**Andrew Warren
Regional Schools Commissioner, West Midlands**

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