



Department  
for Education

**Department for Education**

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Mr David Harries  
Chair of Trustees  
Empower Learning Academy Trust  
Hall Mead School Marlborough Gardens  
Upminster  
Essex  
RM14 1SF

31 October 2019

Dear Mr Harries

**Termination Warning Notice to the to the Members and Trustees of Empower Learning Academy Trust in respect of The Brittons Academy (the “Academy”)**

In accordance with section 2A of the Academies Act 2010<sup>i</sup> 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 28 October confirming that The Brittons Academy was judged to be inadequate and has serious weaknesses. Of serious concern were Ofsted’s conclusions that:

- governors and the interim transition board put in place by the trust have not acted quickly enough to prevent the decline in the quality of education since the last inspection and there has been insufficient challenge to school leaders to improve the quality of teaching and pupils’ outcomes
- support to improve the quality of teaching and learning has not been effective and pupils continue to make poor progress
- outcomes for pupils are inadequate and pupils have underachieved in a wide range of subjects, including English, mathematics, science, humanities and languages, for the past two years.
- the quality of teaching is inadequate because too many pupils underachieve, particularly those who are disadvantaged and the most able
- too many pupils lack confidence as learners and do not demonstrate consistently positive attitudes towards learning as teachers’ expectations of what pupils can achieve are too low
- as a result of poor teaching over time, pupils are not well prepared for their GCSE examinations at the end of key stage 4

I would be grateful for the following evidence, which I will take into account when assessing whether the Academy is making sufficient improvements:

- the final Post Inspection Action Plan; and
- any additional information you consider would be helpful to me

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 3 November 2019.

Usually I would aim to meet with you within six weeks to discuss the report and your plan. However, we are scheduled to meet on 6 November and I would propose we have a preliminary discussion at that meeting.

I am copying this letter to the National Schools Commissioner and the DCS of the local authority. This letter will be published on [www.gov.uk](http://www.gov.uk).

Yours sincerely



**Sue Baldwin**  
**Regional Schools Commissioner for East of England and North East London**

CC: Dominic Herrington, National Schools Commissioner  
Tim Aldridge, Director for Children's Services, Havering London Borough  
Council

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<sup>i</sup> Inserted by section 14 of the Education and Adoption Act 2016