



Department
for Education

**Regional Schools Commissioner for
North West London & South Central**

**Department for Education
Hempstead House
2 Selden Hill
Hemel Hempstead
HP2 4XN**

RSC.SCNWLON@education.gsi.gov.uk

29 January 2015

Marino Charalambous
Cuckoo Hall Academies Trust
c/o Cuckoo Hall Academy
Cuckoo Hall Lane
Edmonton
London
N9 8DR

Dear Mr Charalambous

I am writing to you in your capacity as Chair of the Cuckoo Hall Academies Trust (“the Trust”). I want to start by acknowledging the Trust’s co-operation and engagement with the Education Funding Agency’s investigation.

Given the Trust has begun to address some of the serious weaknesses in the governance at Cuckoo Hall Academies Trust we have decided not to issue a Notice of Provisional Intention to Terminate the Cuckoo Hall Academy Trust Supplementary Funding Agreement at this point.

However, this letter serves as a warning that the Secretary of State is considering sending notice of her provisional intention to terminate under clause 5.2 of the Cuckoo Hall Academy Supplementary Funding Agreement if the actions in this letter are not taken or the situation at the Trust deteriorates.

We are sending this letter on the grounds that there have been material breaches of clauses 16 (a) and (b), 17 and 73 of your Master Funding Agreement including the Independent School Standards.

You have the EFA report which sets out the material breaches referred to above. In relation to the breaches in the Independent School Standards Regulations these are as follows:

- to carry out suitability checks on staff prior to (in some cases as soon as practicable after) appointment;
- to hold and maintain an accurate single central register of those checks; and
- to make arrangements which safeguard and promote the welfare of pupils at the school.

Given these material breaches we require you to respond with a comprehensive action plan setting out appropriate remedial measures. This is in addition to the requirements of the Financial Notice to Improve (FNtI). As a minimum, I require the action plan from the Trust covering the breaches outlined above to include:

- a review of safeguarding practices to ensure they are compliant with the Independent School Standards, and independent verification of this; and
- a full action plan against the health and safety audit conducted at Cuckoo Hall Academy and independent reassurance that this will address all potential health and safety issues at Cuckoo Hall Academies Trust.

Monitoring and Progress

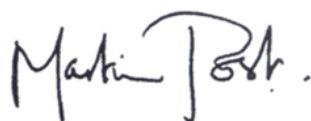
The Trust should supply me with monthly progress reports on the work undertaken and the improvements and outcomes achieved to RSC.SCNWLON@education.gsi.gov.uk.

Given, these breaches relate to safeguarding I will be discussing the Trust's responses with the Local Authority and Ofsted. We will arrange a follow-up visit to the school to confirm that the above recommendations have been implemented.

I must be satisfied that the Trust is rectifying the weaknesses identified. Should your action plan(s) be unsatisfactory, or should it become evident that the Trust is unlikely to fulfil the conditions of this letter within agreed timescales, I will consider issuing a notice of provisional intention to terminate the Cuckoo Hall Supplementary Funding Agreement pursuant to clause 5.2.

I should be grateful if you would acknowledge receipt of this letter by email and within three days of the date of this letter to RSC.SCNWLON@education.gsi.gov.uk . Please send me your formal response and a complete action plan to meet the requirements associated with this letter by 19 February 2015.

Yours sincerely,



Martin Post

Regional Schools Commissioner for the North West and South Central