



Department
for Education

Academies Regional Delivery Group
East Midlands and the Humber
Level 6, St Paul's Place
125 Norfolk Street
Sheffield
S1 2FJ

Tel: 0114 274 2FJ

Email: EMH.RSC.education.gov.uk

Chair of Trustees
L.E.A.D Academy Trust
5a The Ropewalk
Nottingham
NG1 5DU

08 November 2018

Minded to Terminate Letter to the Members and Directors of L.E.A.D Multi Academy Trust in respect of Noel Baker Academy.

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 October 5th 2018 confirming that Noel Baker Academy was judged to be inadequate and requires special measures. In the Ofsted inspection report, a number of concerns were highlighted:

- *Safeguarding is ineffective, including in the sixth form. Roles and responsibilities are unclear. Systems to protect pupils are not robust. Many pupils do not feel safe in school.*
- *Trust leaders are not sufficiently rigorous in their monitoring of the actions of school leaders. Although working on it, they have not yet secured the necessary capacity in leadership or established stability of staffing to improve the school.*
- *School leaders' plans and strategies for improvement, including in the sixth form, have been poorly implemented and procedures to monitor the school's work are ineffective.*
- *Leaders are unable to account for the school's use of additional government funding. They cannot demonstrate the impact of these additional funds on pupils' outcomes.*
- *Systems to track pupils' progress and monitor their attendance and behaviour are not fit for purpose. Leaders do not know how pupils are progressing at key stage 3.*
- *Pupils do not trust that bullying will be dealt with effectively by adults in the school.*
- *Pupils make inadequate progress from their starting points, particularly disadvantaged pupils, pupils who have special educational needs (SEN) and/or disabilities and boys.*
- *Behaviour is inadequate. Too many pupils are disrespectful and*

confrontational. Poor attitudes to learning and low-level disruption affect how well pupils learn.

- *The quality of teaching, learning and assessment is inadequate. Subject leaders do not monitor the quality of teaching and learning closely enough.*
- *Teachers do not plan work well enough to meet pupils' needs or challenge them to make good progress. Their expectations of what pupils can achieve are too low.*
- *Punctuality is poor, attendance is declining and rates of persistent absence are too high. Sixth-form students do not attend as often as they should.*
- *The school does not promote pupils' and students' welfare and well-being. The curriculum does not meet the needs of pupils and students sufficiently, particularly in their spiritual, moral, social and cultural development.*

As the Regional Schools Commissioner acting on behalf of the Secretary of State, I need to be satisfied that this academy can achieve rapid and sustained improvement, if I am not satisfied this can be achieved I will consider issuing a Termination Warning Notice.

You first raised your concerns about Noel Baker with me in July when we discussed the process the Department would like to take with Noel Baker and future support options. Since then, I know that you have been exploring a number of options to secure external support for Noel Baker and your CEO has been working closely with [REDACTED] your [REDACTED] [REDACTED] [REDACTED] to keep us informed of progress.

I have noted the proactive approach the trust has taken in seeking to address some of the points raised by Ofsted and look forward to visiting Noel Baker on 12 November hear about the steps you have taken to deliver school improvement and to ensure that the school is now safe for its pupils.

In addition to my visit to the school, I would like to see your post-inspection action plan and evidence of progress made against the plan and recommendations contained in the Ofsted report. By way of monitoring progress, it would be helpful to receive half-termly updates and supporting documentation.

I would like to proceed in the following way:

- Visit to Noel Baker on 12 November 2018 to inform next steps
- Review of progress against post-inspection action plan on a half termly basis

Please respond to me within fifteen working days of the date of this letter outlining the actions that you will be taking or have already taken to remedy the matters identified above. Please also note that this letter will be published on the gov.uk website once the 15 working days have passed and we have an agreed publishing date.

I am copying this letter to the National Schools Commissioner.

Yours sincerely



John Edwards
Regional Schools Commissioner for East Midlands and Humber
CC to Derby LA, Ofsted, Rt Hon Margaret Beckett MP