



Department  
for Education

**Department for Education**

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Mr David Gask  
Chair of Trustees  
North Essex Multi-Academy Trust  
c/o Notley High School & Braintree Sixth Form  
Notley Road  
Braintree  
Essex CM7 1WY

15 October 2019

Dear Mr Gask

**Termination Warning Notice to the to the Members and Trustees of North Essex Multi-Academy Trust in respect of Richard De Clare Community 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 9 October confirming that Richard De Clare Academy was judged to be inadequate and requires special measures. Of serious concern were Ofsted’s conclusions that:

- leaders and the trust do not have an accurate view of the school and they have not demonstrated the capacity to improve pupils’ outcomes, which remain too low across all year groups
- the trust does not monitor the school’s work closely enough, governors have not held school leaders to account effectively and they have an overgenerous view of leaders’ work because there has been an over-reliance on what school leaders have told them

- pupils with SEND are not supported to make enough progress from their different starting points and leaders are not suitably qualified, and teaching staff are not held stringently to account for pupils' progress
- teachers work independently from each other which has led to inconsistencies in teaching, learning and assessment and it is difficult for leaders to see what is working well and what is not
- safeguarding is ineffective and leaders do not have secure systems in place for reporting child protection concerns
- leaders have low expectations of pupils' behaviour, there are many serious incidents involving physical contact where leaders do not consider these to be serious enough to be recorded and followed up fully

Thank you for sending me the Post Inspection Action Plan. I would be grateful if you could send me 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 28 October 2019.

I would also like to meet with you within 6 weeks, which my office will arrange.

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  
Helen Lincoln, Executive Director for Children and Families, Essex County Council

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