



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 and Braintree Sixth Form  
Notley Road  
Braintree  
Essex CM7 1WY

16 July 2020

Dear Mr Gask

**Termination Warning Notice to the to the Members and Trustees of North Essex Multi-Academy Trust in respect of Notley High School and Braintree Sixth Form (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 on 10 June 2020 confirming that **Notley High School and Braintree Sixth Form** was judged to be inadequate and has serious weaknesses. Of serious concern were Ofsted’s conclusions that:

- Safeguarding arrangements are not effective
- Leaders have not secured a positive culture of mutual respect and appropriate behaviour
- Leaders have not made the school a place where pupils feel safe to pass on concerns or where pupils are confident that concerns will be dealt with effectively
- Leaders’ curriculum plans do not set out well when pupils should learn different topics, meaning that some work is disjointed, does not follow well from the previous topic or does not advance pupils’ understanding at an appropriate rate
- Too many teachers do not use the leaders’ chosen pedagogical strategies effectively
- Leaders do not train teachers effectively on how to meet the needs of pupils with SEND and they do not check how well teachers use the strategies that pupils need

On the basis of the Ofsted judgement I am now issuing this Termination Warning Notice under s2A because I have concerns that the Trust does not have the capacity to make rapid and sustained improvement at the Academy.

On making the decision whether to terminate the funding agreement for the Academy, I will consider any written representation and information you wish to provide us with. Please provide me with any representation you wish to make within 15 working days of this letter.

I am copying this letter to the National Schools Commissioner and the Executive Director for Children's Services at Essex County Council. This letter will be published on [www.gov.uk](http://www.gov.uk).

Yours sincerely

A handwritten signature in black ink, appearing to read 'Sue Baldwin', written in a cursive style.

**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