



Department
for Education

Regional Schools Commissioner's
Office
EENEL Regional Delivery Division,
Eastbrook
Shaftesbury Road
Cambridge
CB2 8DR

Janet Perry - Chair of Trustees
Colchester Royal Grammar School
Lexden Road
Colchester
Essex
CO3 3ND

Date: 9 July 2021

Dear Ms Perry

Termination Warning Notice to the Members and Directors/Trustees of the Colchester Royal Grammar in respect of Colchester Royal Grammar School.

In accordance with sections 2A and 2D 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 on 28 June 2021 confirming that Colchester Royal Grammar School was judged to have serious weaknesses and requires significant improvement. Of serious concern are Ofsted's conclusions that:

- The arrangements for safeguarding are not effective. Some pupils do not feel safe in school because of a culture which allows them to be victimised for being themselves. Too many pupils would not share their concerns with an adult in school.
- Leaders have not established effective systems for reporting and recording safeguarding concerns. Leaders do not have the information they need to keep pupils safe. Leaders do not do enough to make sure pre-employment checks are recorded appropriately.
- Leaders have failed to recognise or address a pervading culture in the school which does not promote equality and respect.
- Leaders have not considered carefully how girls in the sixth form will be integrated into the school and what challenges they might face. Furthermore, Leaders have not ensured that boys understand how to interact appropriately with girls. Consequently, some boys are rude about girls, judge them by their appearance and make inappropriate remarks.

- Governors' systems for monitoring pupils' behaviour and wellbeing have not worked well.
- Personal, social and health education (PSHE) is weak. Leaders have not planned the curriculum well. Staff are not trained well enough to teach the subject. Leaders do not do enough to check on the quality of what is taught, or how well pupils have learned.

On the basis of this Ofsted judgement, I am now issuing this Termination Warning Notice under s2A and s2D because I have serious concerns that the Trust does not have the capacity to make rapid and sustained improvement at the Academy.

In making the decision on whether to terminate the funding agreement I will consider any written representations you wish to make in response to this Termination Warning Notice. Typically, I would allow 15 working days from the date of this letter for written representations. To take into account the end of term but reflecting the seriousness of the judgement, I am extending this period for an additional 10 days. You should therefore provide me with any representations you wish to make no later than **13 August 2021**.

I am copying this letter to the National Schools Commissioner and the Executive Director for Children's Services at Essex County Council. A copy of this letter will also be published on 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 and Education in Essex

ⁱ Inserted by section 14 of the Education and Adoption Act 2016