



Department  
for Education

Office of the Regional Schools Commissioner  
for the West Midlands  
Department for Education  
Cheylesmore House  
Quinton Road  
Coventry  
CV1 2WT

The Members and Trustees of Ridgeway Academy Trust  
Ridgeway Academy Trust  
Evesham Road  
Astwood Bank  
Redditch  
B96 6BD

18 January 2022

Dear [redacted]

**Termination Warning Notice to the Members and Trustees of Ridgeway Academy Trust in respect of Ridgeway Secondary School**

In accordance with clauses 7.6. and 7.7. of the funding agreement for Ridgeway Secondary School (“the Academy”) the Secretary of State may serve a Termination Warning Notice if the Chief Inspector gives notice to the Academy Trust that special measures are required to be taken by the Academy or the Academy requires significant improvement.

I received an Ofsted notification dated 22 December 2021 confirming that the Academy was judged to be inadequate and has serious weaknesses.

For the reasons set out below, I now consider it necessary to issue this Termination Warning Notice:

- The arrangements for safeguarding are not effective. Leaders have not ensured that all staff have had appropriate safeguarding training or have a secure understanding of the training they have received. Additionally, pupils are not supervised properly during social times or when they are leaving the school site. Staff know where to record safeguarding incidents if they have a concern about a child. However, staff do not have a secure knowledge of training that they have received around peer-on-peer abuse or sexual harassment. I acknowledge there has been recent changes to safeguarding procedures. The Academy has appointed a new designated safeguarding lead structure and is implementing a safeguarding action plan.

- In the past, trustees have not held leaders to account for the performance of the school. This has allowed low standards to persist. A new chair of the trust and other trustees recognise this and have already started to make changes.
- Leaders have not identified the key knowledge and ideas that they want pupils to remember in each subject. Pupils therefore do not have a secure depth of knowledge and are not able to apply this to other topics.
- Leaders, in the past, have not planned training coherently to address the needs of staff or emerging issues. Staff have not had sufficient training to develop their subject knowledge or teaching pedagogy. This means that many teachers are not well prepared to teach their subject at different key stages.
- The curriculum is not well planned and sequenced from Year 5 to Year 11. This means that in a number of subjects, pupils are not able to build on prior learning or make connections in the topics they study. Leaders should ensure that the curriculum is planned and sequenced coherently to ensure all pupils are able to know and remember more in the long term.
- In several lessons, low-level disruption is common. Some teachers do not tackle poor behaviour well or ensure that classrooms are a calm and orderly environment. Pupils do not understand the fundamental British values of respect and tolerance. Additionally, careers information and guidance are not well delivered to all year groups.
- Attendance remains a cause for concern. Leaders, in the past, have not had effective systems in place to address the attendance of pupils who are absent or persistently absent from school. Too many pupils are absent or persistently absent from school. This has a detrimental impact on their learning and poses a potential safeguarding risk.

As Regional Schools Commissioner, I need to be satisfied that the trust has capacity to deliver rapid and sustainable improvement at the academy. If I am not satisfied that this can be achieved, I will consider whether to terminate the funding agreement in order to transfer the academy to an alternative academy trust. I understand that you have already had discussions with my officials and have outlined your intentions to move into another trust.

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.

Please provide me with any representations you wish to make by **8 February 2022**. This information should include, but is not limited to:

- A copy of the Post Ofsted Action Plan;
- Information on what action is being taken to support educational improvement at the Academy and timescales of this work;

- Details of current governance and leadership arrangements.

I am copying this letter to the National Schools Commissioner and Ofsted. A copy of this letter will also be published on GOV.UK.

Yours sincerely

**Andrew Warren**  
**Regional Schools Commissioner, West Midlands**

CC: National Schools Commissioner, Ofsted, Worcestershire Local Authority