



Department  
for Education

**Regional Schools Commissioner's Office  
East Midlands and the Humber**  
Level 6, 2 St Paul's Place  
125 Norfolk Street  
Sheffield  
S1 2FJ

Mr Stephen Hopkins  
Chair - Community Inclusive Trust  
Poplar Farm School  
Helmsley Road  
Grantham  
Lincolnshire  
NG31 8XF

10 February 2022

Dear Mr Hopkins

**Termination Warning Notice to the Directors of the Community Inclusive Trust  
in respect of Woodlands Academy**

In accordance with clauses 5F to 5H of the supplemental funding agreement for Woodlands Academy ("the Academy"), the Secretary of State may terminate the funding agreement 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.

We received an Ofsted notification dated 21 January 2022 confirming that Woodlands Academy was judged to be inadequate and requires special measures. As a result of this judgement and for the reasons set out below, we now consider it necessary to issue this Termination Warning Notice in respect of the Woodlands Academy. In its inspection report, Ofsted highlighted a number of concerns, including that:

- Trustees have not ensured that the school's safeguarding policy is effectively implemented and have not ensured that staff have received adequate safeguarding training. There are too many weaknesses that leave pupils potentially unsafe and many staff members are concerned about pupil safety.
- Pupils' risk assessments lack detail and many of them are out of date. They do not help to keep pupils safe. Risk assessments for the site are not adequate or up to date. Further, both site and pupil risk assessments are not

made available to staff. Safeguarding records are not kept up to date, and do not always include detail of actions taken to address issues.

- Pupils' poor behaviour is disrupting their and others' learning. Some pupils are disrespectful towards others. Pupils' behaviour management plans omit important information and do not accurately reflect each pupils needs.
- Some pupils are reluctant to talk to staff about their worries. They do not think that staff will always take their concerns seriously and say incidents of bullying are not always resolved.
- Too many pupils do not attend school regularly enough.
- Many pupils experience a disjointed curriculum. Absences, school closures and disruptive behaviour leave pupils with gaps in their learning.
- There is limited leadership capacity to improve the school. Trust leaders have not identified weakness in the quality of the provision quickly enough. Trustees have not held leaders to account for their actions.
- Trust leaders have not taken timely and effective action to recruit and retain well trained staff. Pupils are not always on site and do not receive their entitlement to full-time education.
- Leaders have not done enough to make sure that pupils are well prepared for life in modern Britain. Pupils leave the school ill equipped to become good citizens.

On 26 November 2021, prior to the confirmation of Ofsted's judgement as highlighted above, the Department for Education was notified by Ofsted (form 2) that Woodlands Academy was waiting to be moderated into an Ofsted inadequate category. Since that notification, our team and colleagues in the Education and Skills Funding Agency (ESFA) has been in regular contact with you and Peter Bell, the CEO of the Community Inclusive Trust, to seek reassurance around the immediate safety of children. Through this, we are aware of the immediate actions you have taken to address safeguarding risks associated with site security. We note that there are actions to be taken to resolve these issues.

We acknowledge the way in which leaders of the trust have engaged with our team since the form 2 notification. However, having now received the final Ofsted report, we are concerned about the ability of the Community Inclusive Trust to deliver at pace the significant improvements which are required at Woodlands Academy.

As Regional Schools Commissioners, we will now consider formally whether the Community Inclusive Trust has the capacity to deliver the rapid and sustainable improvement at the Academy that is required. If we are not satisfied that this can be achieved, we will consider whether to terminate the funding agreement in order to transfer the Academy to an alternative academy trust.

In making the decision on whether to terminate the funding agreement we will consider any written representations you wish to make in response to this Termination Warning Notice. Please provide us with any representations you wish to make by 10 March 2022. Your representations should set out the actions you plan to take at school level to address the significant issues highlighted in the Ofsted report, as well as at trust level to ensure there is strong oversight of the school improvement and performance in all the trust's academies.

We are copying this letter to the National Schools Commissioner, the Director of Children's Services at Lincolnshire Local Authority and Ofsted. A copy of this letter will also be published on GOV.UK.

Yours sincerely

**Kate Copley/Carol Gray**  
**Regional Schools Commissioner for East Midlands and the Humber**