



Department  
for Education

**Department for Education**

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The Members and Trustees of Eastern Multi-Academy Trust  
Trust Offices,  
Queen Mary Road,  
King's Lynn,  
PE30 4QG

24 March, 2022

Dear Julie Perry,

**Termination Warning Notice to the Members and Trustees of the Eastern Multi-Academy Trust in respect of Diamond Academy.**

In accordance with clauses 5.F to 5H of the funding agreement for Diamond 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.

I received an Ofsted notification dated 14 March 2022 confirming that Diamond 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 (TWN):

- The curriculum is not well designed. Leaders have not agreed what they want pupils to learn. They have not determined the order in which learning should be taught, or the end-points pupils should reach by the end of the key stage. Pupils do not learn as effectively as they should because the curriculum is not well planned. Teaching in some subjects is not good enough and most subjects need improving further so pupils can learn well.
- Most subject leaders are new and are using a range of planning to inform what they will teach pupils. However, staff have not had suitable training to interpret these plans fully and teach all subjects effectively. Leaders should provide staff with the training they need to teach the curriculum effectively. Training should be provided to enable staff to lead improvements in their subjects.
- Not all pupils secure essential literacy and numeracy skills. There are gaps in pupils’ learning in reading, writing and mathematics. Detailed planning is in place to teach mathematics. However, staff are not using it systematically.

Some older pupils have significant gaps in their mathematical knowledge and understanding.

- Whilst reading is increasingly popular with pupils, school records show that not all of them read often enough to become good readers. A weak curriculum in the past means that a significant proportion of pupils in all classes still need support with their reading. Handwriting is underdeveloped preventing some older pupils from achieving as well as they should.
- Not enough is done to prepare pupils in Year 6 for the next stage of their education. Pupils' personal development is not promoted well enough. Personal, social and health education (PSHE) lessons do not ensure that pupils gain an understanding of British values, and the lives of people from different, diverse backgrounds. The teaching of relationships and sex education (RSE) does not give pupils a full understanding of healthy relationships.
- Whilst most children behave themselves a minority of older pupils do not behave well enough.
- I acknowledge the benefit from the additional nurture and support provided for the pastoral care of children who are disadvantaged and SEND and that effective outdoor teaching is helping to re-engage pupils in learning. The environment provided for younger pupils in Year 3 enables them to thrive and pastoral care is a strength.
- However, pupils' personal development is not promoted well enough. They are not fully prepared for the next stage of their lives because they do not gain a thorough understanding of different relationships and the lifestyles people lead. They do not develop an understanding of British values and the lives of people from different, diverse backgrounds. The teaching of relationships and sex education (RSE) does not give pupils a full understanding of healthy relationships. The planning and implementation of a PSHE curriculum should give all pupils regular opportunities to learn about these important aspects so that they are fully prepared for the future.

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.

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 19 April, 2022.

I am copying this letter to the National Schools Commissioner, Ofsted and the Director of Children's Services, Norfolk County Council. A copy of this letter will also be published on GOV.UK.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Sue Baldwin'. The signature is fluid and cursive, with a large initial 'S' and 'B'.

**Sue Baldwin**  
**Regional Schools Commissioner for East of England and North East London**

CC: Dominic Herrington, National Schools Commissioner  
Sara Tough, Director of Children's Services, Norfolk County Council