

Dame Kate Dethridge Office of the Regional Schools Commissioner North West London and South Central England Floor 3 34 Clarendon Road Watford WD17 1JJ RSC.NWLSC@education.gov.uk

Mike Fargher, Chair of Trustees and The Members and Trustees of Huxlow Science College Finedon Road Irthlingborough NORTHAMPTONSHIRE NN9 5TY

By email to: chair@huxlow.northants.sch.uk

10th February 2022

Dear Mr Fargher

Termination Warning Notice to the Members and Trustees of Huxlow Science College in respect of Huxlow Science College, North Northamptonshire

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 31 January 2022 confirming that Huxlow Science College 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 leadership and management of the school has been judged to be inadequate. Leaders and governors have not ensured that the current leadership structure is fit for purpose.
- Behaviour and attitudes at the school have been judged inadequate and the arrangements for safeguarding are not effective.

- Personal development of pupils has been judged inadequate.
- There are failings in the safeguarding culture of the school. Too many pupils are victims of inappropriate sexual behaviour or harassment. Too many pupils do not trust that bullying, including racist, sexist and homophobic bullying, will be effectively resolved
- Many pupils feel unsafe in school because of the poor behaviour of others. Leaders and governors have not ensured that there are secure systems in place to manage pupils' behaviour. Poor behaviour is not tackled rigorously.
- Leaders have failed to create a culture of mutual respect and openness. Many pupils do not have the confidence to speak up about, bullying, including homophobic bullying, racist, sexist, and sexual harassment.

As the Regional School Commissioner, acting on behalf of the Secretary of State, I must be satisfied that the Academy Trust can achieve rapid and sustainable improvement to address the concerns including the safeguarding and governance concerns at Huxlow Science College. If I am not satisfied this can be achieved, I will consider whether to terminate the funding agreement and, subject to viability, transfer the Academy to a strong multi-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. I also request that you provide the following:

- Information on the immediate and appropriate support that is being provided to Huxlow Science College to address the issues raised by the Ofsted report, in particular the school's Post Ofsted Action Plan.
- Details of the current governance and leadership arrangements, including the most recent skills audit conducted by the trust board.
- An evaluation of the role of trustees (prior to and following the Ofsted inspection) in ensuring the accountability of the principal and the academy team more generally in exercising its responsibility for ensuring safeguarding at Huxlow Science College.
- An action plan to address the safeguarding concerns which are listed above, that provides evidence that the Trust is adhering to regulations and statutory guidance; <u>Keeping children safe in education (KCSIE)</u> and <u>Working together</u> (WT) to safeguard children, and that these are effectively implemented at Huxlow Science College, so that pupils not only feel safe in school, but also feel safe in reporting their concerns.

Please provide me with any representations you wish to make, as well as the above information, by 11th March 2022. These should be sent to

and

I am copying this letter to the National Schools Commissioner and the interim Director of Children's Service at North Northamptonshire local authority. A copy of this letter will also be published on GOV.UK. I would be grateful if you could share this letter with the members and other trustees of the trust.

Yours sincerely

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Dame Kate Dethridge Regional Schools Commissioner for North West London and South Central