



Department
for Education

**Regional Schools
Commissioner's Office**
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The Members and Trustees of The Kemnal Academies Trust
The Atkins Centre, Kemnal Technology College
Sevenoaks Way
Sidcup
Kent DA14 5AA

13 May 2022

Dear Gaenor Bagley,

Termination Warning Notice to the Members and Trustees of The Kemnal Academies Trust in respect of Maldon Primary School

In accordance with clauses 5.F to 5H of the funding agreement for Maldon Primary School ("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 21 March 2022 confirming that Maldon Primary School has serious weaknesses and requires significant improvement. The report which judged overall effectiveness to be Inadequate was published on 3 May 2022. 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 are not responding to concerns raised by staff or other agencies in a timely way. When they receive notifications, leaders do not routinely check on the welfare and well-being of the most vulnerable pupils. Record-keeping is not robust. There is a lack of detail in some records. There are gaps where leaders have not recorded communications.*
- *Staff, including leaders, are not following closely government guidance for safeguarding. Staff are not undertaking intimate care procedures correctly.*
- *Staff struggle to support pupils who have complex behavioural needs. There is a high rate of behaviour incidents and suspensions. The reasons for exclusion include violent and aggressive behaviour, including physical assault.*
- *Provision for pupils with special educational needs and/or disabilities (SEND) is improving but remains too uneven.*

- *The curriculum is not fully designed to show what should be taught in each year group and when, in each subject. Nor is it clear how the curriculum in subjects other than English and mathematics can be adapted so that pupils with SEND can excel.*
- *There are weaknesses in senior leadership. Leaders are not sufficiently clear on what is working well and what is not. This means that problems, such as behaviour, become worse as issues are not 'nipped in the bud' as they arise.*

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 multi academy trust of my choosing.

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. In addition, please provide me with the following:

- A copy of the post-Ofsted Action Plan;
- Information on what action is being taken to support educational improvement at the academy and the timescales of this work;
- Information on any other activity aimed at addressing weaknesses in the school's educational provision, financial management or governance.

Please provide me with the above and any other representations you wish to make by 8 June.

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

Yours sincerely,



Jonathan Duff
Regional Schools Commissioner for East of England and North-East London

CC: National Schools Commissioner, Ofsted, Essex County Council