



Department
for Education

Office of the Regional Schools
Commissioner for North West London
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The Members and Trustees of The Queensmill Trust
c/o The Queensmill School
1 Askham Road
Shepherd's Bush
LONDON
W12 0NW

21 April 2022

Dear Mr Greatorex

Termination Warning Notice to the Members and Trustees of the Queensmill Trust in respect of Queensmill School

In accordance with clauses 5.F to 5.H of the special academy supplemental funding agreement for Queensmill 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 28th January 2022 confirming that Queensmill School 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 Ofsted report, published on 24th March 2022, has identified the following concerns:

- Leaders do not follow statutory requirements when appointing new staff.
- Leaders have not ensured that Disclosure and Barring Service (DBS) checks and references have been completed for all new members of staff.
- Leaders have not ensured that all staff are trained in the government's latest statutory safeguarding guidance.
- Leaders have not ensured that all staff, particularly those who are new to the school, have read and understood the school's procedures for keeping pupils safe.
- Record-keeping systems are weak. Changes in pupils' behaviour, or other concerns deemed to be minor, are not recorded. Records of when staff have needed to use physical intervention lack rigour.
- Policies and procedures for the administration of medication are not working well enough in practice.

- Leaders do not routinely ensure that procedures are followed for administering pupils' medication.
- In a few subjects, leaders have not ensured that the curriculum is coherent and well sequenced.

I am also aware that you are currently working with colleagues in the Education and Skills Funding Agency (ESFA) regarding the trust's governance and compliance, and the Local Authority who have offered a Safeguarding Implementation Audit. I thank you for your work and responses to date and would encourage you to continue to fully engage with the ESFA and LA on these matters.

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. This information should include, but is not limited to:

- Information on what action is being taken to support Queensmill School to address the issues raised by the Ofsted report, in particular the school's Post Ofsted Action Plan
- Details of plans to strengthen leadership and governance oversight of the Academy at trust level including details of the available supportive capacity in the wider trust.

Please provide me with any representations you wish to make by 16th May 2022.

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



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

CC: National Schools Commissioner, Ofsted, Hammersmith & Fulham Council