



Department  
for Education

Dame Kate Dethridge  
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Katherine Grant, Chair of Trustees  
Jane Reed, Education CEO and  
The Members and Trustees of Catch 22 Multi-Academy Trust  
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By email to: [████████@catch22mat.org.uk](mailto:████████@catch22mat.org.uk) and [████████@catch-22.org.uk](mailto:████████@catch-22.org.uk)

17<sup>th</sup> December 2021

Dear Ms Grant and Ms Reed

**Termination Warning Notice to the Members and Trustees of Catch 22 Multi-Academy Trust Limited in respect of The Spires Academy, Northampton**

In accordance with clauses 5F to 5H of the funding agreement for The Spires 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 1 December 2021 confirming that The Spires 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.

- The leadership and management of the school has been judged to be inadequate.
- Behaviour and attitudes at the school have been judged inadequate and the arrangements for safeguarding are not effective.
- Leaders have not ensured that pupils and staff are safe at school. They do not identify quickly enough when a pupil is at risk or provide them with the

right support.

- Leaders do not support staff well enough to manage pupils' behaviour.
- Leaders do not promote the well-being of all staff. Some staff do not feel that senior and trust leaders take appropriate actions to look after them and keep them safe. Too many staff are harmed physically by pupils' poor behaviour. Others are victims of racial abuse.
- Trustees have not met their legal duty to make sure that pupils are safe. Leaders have not created a culture where all staff are alert to the signs that a pupil may need support.

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 The Spires Academy. 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 The Spires Academy 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 in ensuring the accountability of the principal and the academy team in general but also in particular in ensuring effective safeguarding at The Spires Academy prior to and following the Ofsted inspection.
- 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; [Keeping children safe in education \(KCSIE\)](#) and [Working together to safeguard children \(WT\)](#), and that these are effectively implemented at The Spires Academy.

Please provide me with any representations you wish to make, as well as the above information, by 28<sup>th</sup> January 2022. These should be sent to

██████████@education.gov.uk and ██████████@education.gov.uk

I am copying this letter to the National Schools Commissioner and the Director of Children's Service at West Northamptonshire. 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

A handwritten signature in black ink, appearing to read 'K. Dethridge'. The signature is written in a cursive style with a large initial 'K' and a long, sweeping underline.

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