



Department  
for Education

NWLSC Regional Schools  
Commissioner's Office  
Department for Education  
Sanctuary Buildings  
Great Smith Street  
London  
SW1P 3BT

John Sleet, Chair of Trustees and The Members and Trustees of The  
Complementary Education Academy Trust Limited  
County Office  
Cromwell Campus  
Poole Street  
Northampton  
NN1 3EX

By email to: [REDACTED]@cec.northants-ecl.gov.uk

19th July 2021

Dear Mr Sleet,

**Termination Warning Notice to the Members and Trustees of The  
Complementary Education Academy Trust Limited in respect of The CE  
Academy**

In accordance with sections 2A and 2D of the Academies Act 2010<sup>i</sup> 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 8<sup>th</sup> July 2021 confirming that The CE Academy was judged to be inadequate and has serious weaknesses. As the RSC, acting on behalf of the Secretary of State, I must be satisfied that the academy trust can achieve rapid and sustained improvement to address the safeguarding and governance concerns at The CE Academy. If I am not satisfied this can be achieved, I will consider terminating the Funding Agreement and, subject to viability, transferring the academy to a strong multi-academy trust. 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 and the school's arrangements for safeguarding are not effective. In particular:
- Leaders have not established a secure culture of safeguarding.

- Leaders do not always check on the attendance and welfare of all pupils who learn away from the school's sites. Leaders do not consistently follow up on the well-being of all pupils who are absent. This places pupils at risk.
- Leaders do not maintain accurate records of attendance. They do not always use the correct codes to record absence. Staff routinely authorise pupils' absence, regardless of the reason. This is not in keeping with the national guidance. This practice means that leaders do not have an accurate view of pupils' attendance and absence.
- Leaders do not put in place adequate risk assessments or regularly update risk assessments, including when circumstances may change. This leaves pupils at risk, particularly when they are attending off-site provision.
- Governors do not successfully hold leaders to account. They have not met their statutory duty to ensure that pupils are kept safe. Governors have not ensured that leaders record attendance accurately. They have not done enough to assure themselves that they know accurately what the school does well and what needs to improve.

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 CE 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 her team in general but also in particular in ensuring effective safeguarding at The CE 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 CE Academy.

Please provide me with any representations you wish to make, as well as the above information, by **21<sup>st</sup> September 2021**. These should be sent to @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 it with the members and other trustees of the trust.

Yours sincerely

A handwritten signature in black ink that reads "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**

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<sup>i</sup> Inserted by section 14 of the Education and Adoption Act 2016