



Department  
for Education

Dame Kate Dethridge  
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The Members and Trustees of Slough Association of Secondary Headteachers  
Education Trust  
Ditton Park Academy  
Kings Reach  
Slough  
SL3 7UX

26 May 2022

Dear Debbie Richards

**Termination Warning Notice to the Members and Trustees of the Slough Association of Secondary Headteachers Education Trust in respect of Grove Academy.**

In accordance with clauses 5.F to 5.H of the funding agreement for Grove 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 28 March confirming that Grove 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 inspection has identified the following concerns:

- Secure safeguarding process are not in place. Some record-keeping is incomplete because leaders are not consistently logging and analysing the actions taken to keep pupils safe. This means pupils who may be at risk of harm are not always getting the support that they need.
- Behaviour is, at times, chaotic and dangerous. Some pupils find this behaviour intimidating and unsettling. They do not always feel safe.
- The curriculum across the primary and secondary phases is not closely aligned. Pupils do not routinely build on their prior learning.

- While the needs of pupils are carefully identified, learning is not always adapted successfully to meet the needs of pupils with SEND.
- Planning for pupils' personal development has not been fully implemented. This means that opportunities for pupils to explore the personal, social and health aspects of their education are not being consistently offered and delivered.

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.

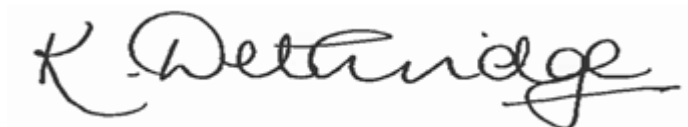
In making the decision on whether to terminate the funding agreement I will consider any written representations you wish to make in response to this Termination Warning Notice. I also request that you provide the following:

- Information on the immediate and appropriate support that is being provided to Grove 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.
- Any additional information you consider would be helpful for me.

Please provide me with any representations you wish to make by 24 June 2022.

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

Yours sincerely

A handwritten signature in black ink, reading "K. Dethridge". The signature is written in a cursive style with a long horizontal stroke at the end.

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

CC: National Schools Commissioner, Ofsted, Slough Borough Council Director of Children's Services