



Department
for Education

Regional Schools Commissioner for the West Midlands
Regional Delivery Directorate
Department for Education
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The Members and Directors/Trustees of Birmingham Diocesan Multi-Academy Trust
2nd Floor, 1 Colmore Row, Birmingham, B3 2BJ

10 May 2022

Dear Sarah,

Termination Warning Notice to the Members and Directors/Trustees of the Birmingham Diocesan Multi-Academy Trust in respect of The Nethersole CofE Academy

In accordance with clauses 5B to 5F of the funding agreement for The Nethersole CofE 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 8 February 2022 confirming that The Nethersole CofE 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 school has been through a turbulent time and parents are unclear about the leadership arrangements for the school. The trust should take action to clarify and formalise the leadership arrangements in the school. They should ensure the continued support for the executive headteacher in driving the improvement plans already in place.
- The development of the leadership team is in the early stages. Some leaders are only just beginning to lead improvements and monitor their subject area. Senior leaders should continue to support leaders across the school to develop the skills and expertise needed to ensure that the quality of education is high in all subject areas.
- The planning and sequencing of the curriculum across the whole school are weak. Consequently, pupils are not taught well and do not make strong progress in their learning. Leaders should ensure that there is an ambitious, well-sequenced curriculum in place from the early years through to Year 6.
- Staff do not always know the key learning points that pupils need to learn. This means that pupils do not build on their previous knowledge to achieve success in learning. Leaders should ensure that teachers are clear about the

key knowledge they want pupils to know and when to teach it.

- Not all teachers possess the essential subject knowledge to teach effectively. Key leaders within the trust have already started to develop the pedagogical skills of staff in the school. These leaders should continue to coach and model so that all staff have the skills, knowledge, and confidence to teach all the subjects of the curriculum well.
- Pupils with SEND do not achieve well. Leaders should help and support staff to know how they can adapt learning appropriately to support all pupils effectively.
- The recent changes in leadership have impacted on parents' confidence in the school. Many parents say that they are not well informed about the changes in the school or what their children are learning. Leaders should ensure that they further improve the partnership with parents. They should keep parents informed about the improvements they are making to the school.

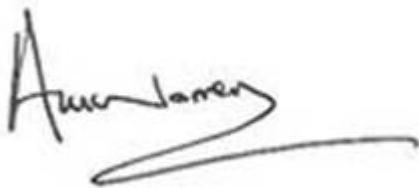
As Regional Schools Commissioner, I need to be satisfied that the trust has capacity to deliver rapid and sustainable improvement at the academy. If I am not satisfied that this can be achieved, I will consider whether to terminate the funding agreement in order to transfer the academy to an alternative 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.

Please provide me with any representations you wish to make by 31 May 2022. I have noted the early steps you have taken by developing the "Statement of Action Plan" that you have shared with my officers and Ofsted, and I appreciated you sharing a copy of the Ofsted response letter (15 February 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

A handwritten signature in black ink, appearing to read 'Andrew Warren', with a long horizontal flourish underneath.

Andrew Warren
Regional Schools Commissioner, West Midlands

CC: National Schools Commissioner, Ofsted, Birmingham City Council,
Warwickshire Council and Diocese of Birmingham