



Department
for Education

Regional Schools Commissioner's Office
North West London and South Central
England
34 Clarendon Road
Watford
WD17 1JJ

rsc.scnwlon@education.gov.uk

The Members and Trustees of Holland Park School
c/o Holland Park School
Airlie Gardens
Campden Hill Road
London
W8 7AF

10 June 2022

Dear Mr Vic Daniels,

Termination Warning Notice to the Members and Trustees of Holland Park School.

In accordance with sections 2A and 2D of the Academies Act 2010ⁱ 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 7 June 2022 confirming that Holland Park 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.

Ofsted judged 'behaviour and attitudes' and 'leadership and management' to be inadequate. Ofsted identified the following concerns:

- Turbulence in leadership and governance has destabilised this school community. Most aspects of school life, and in particular behaviour and attitudes, have declined substantially since the previous inspection. The new governing body and interim headteacher want to make things better for pupils. However, necessary change is too slow. This is because governors and some established leaders are not working together effectively.
- Leadership is poor and unfit for purpose. Too much responsibility rests with too few leaders. These leaders lack sufficient time and capacity to ensure that all aspects of the school are managed well.

- Many remaining leaders are overstretched and overwhelmed. This means that they are not doing enough to tackle weaknesses, particularly the decline in pupils' behaviour and attitudes.
- Securing good behaviour relies too much on a small team of senior leaders, with not enough empowerment of all staff to deal with matters as they arise. Staff lack training and sufficiently well-defined strategies to support them to manage behaviour. This has led to an increase in significantly concerning behaviour around school and in the neighbourhood.
- Leaders and staff make sure that pupils with SEND are included in all subjects. However, when planning their curriculum, subject leaders and the SEND team do not typically consider the needs of pupils with SEND. It is left to teaching staff to draw on general strategies. However, staff lack clear guidance from subject leaders on how to adapt these strategies.
- The school's current curriculum is overly focused on pupils passing GCSE examinations early. This means that pupils do not routinely gain a deep and broad enough knowledge in some subjects.

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 the support being provided to Holland Park School to address the issues identified in the Ofsted report.
- The Action Plan as referenced in the Ofsted report.

Please provide me with any representations you wish to make by Friday 1 July.

I am copying this letter to the National Schools Commissioner, Ofsted and the Royal Borough of Kensington and Chelsea. 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 Region

CC: National Schools Commissioner, Ofsted, Royal Borough of Kensington, and Chelsea

ⁱ Inserted by section 14 of the Education and Adoption Act 2016