



Department
for Education

Dame Kate Dethridge
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The Members and Trustees of Sir William Ramsay School Academy Trust
Rose Avenue
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2nd August 2022

Dear Mr Deane,

Termination Warning Notice to the Members and Trustees of the Sir William Ramsay School Academy Trust in respect of Sir William Ramsay 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 in relation to 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 13th July 2022 confirming that Sir William Ramsay 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.

As Regional Director, 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.

The Ofsted report, published on 27th July 2022, highlights the following key areas of concern:

- The arrangements for safeguarding are not effective. There is a high incidence of serious behaviour incidents. Despite recent actions taken by leaders, pupils are at risk of discrimination and physical harm. Staff are inconsistent in addressing poor behaviour when it occurs. Some pupils do not respond to staff who do act. As a result, routines and high expectations are not fully embedded, meaning pupils are not deterred from behaving poorly. Pupils, particularly in key stage 3, do not report bullying as they lack confidence in the ability of adults to stop it. Therefore, some pupils in the school remain at risk of harm
- The school's personal development programme does not help pupils understand the importance of behaving in a positive and respectful way. This means that some pupils experience bullying and harassment in school. Leaders need to swiftly

implement and embed their plans for improvement, so that pupils fully understand the consequences of their behaviour, and the impact it has on others.

- Expectations and behaviour strategies are not fully embedded and consistently applied by staff. Some pupils do not respond to adults who try to deal with poor behaviour. As a result, learning is disrupted in some lessons, and some pupils and staff are not safe from the impact of those who do not behave well. Leaders need to ensure that staff receive sufficient training and support to manage challenging behaviours, so that the school is a safe environment for all.
- The curriculum in some subjects is not always delivered well. As a result, pupils do not always know and remember more across all subjects. Leaders need to ensure that staff have access to the careers professional development they need to increase the quality of teaching across the school.
- Support for pupils with SEND does not always allow pupils with SEND to fully access the curriculum as they should. Leaders need to ensure that effective adaptations to resources are made so that they can experience the full curriculum in line with their peers.

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 immediate and appropriate actions that have been put in place at the school, in particular the school's Post Ofsted Action Plan.
- Details of plans to strengthen leadership and governance oversight of the Academy.

Please provide me with any representations the trust wishes to make by 23rd September 2022.

I am copying this letter to Ofsted and Buckinghamshire Council. A copy of this letter will also be published on GOV.UK.

Yours sincerely



Dame Kate Dethridge
Regional Director, South East Regions Group

CC: Ofsted, Buckinghamshire Council

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