



Department  
for Education

Regions Group  
East Midlands  
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Mr Anthony Glover  
Chair - The Mead Educational Trust  
The Mead Centre  
343 Gipsy Lane  
Leicester  
LE4 9DD

1 September 2022

Dear Mr Glover

**Termination Warning Notice to the Directors of The Mead Educational Trust in respect of Kibworth Mead Academy**

In accordance with clauses 5.F to 5.H of the mainstream supplemental funding agreement for Kibworth Mead 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 in relation to the Academy or the Academy requires significant improvement.

We received an Ofsted notification dated 30 June 2022, confirming that Kibworth Mead Academy was judged to be inadequate and has serious weaknesses. As a result of this judgement and for the reasons set out below, we now consider it necessary to issue this Termination Warning Notice. In its inspection report, Ofsted highlighted several concerns, including that:

- The arrangements for safeguarding are not effective.
- Leaders, including those from the multi-academy trust, have not acted swiftly enough to ensure that they recognise and act on pupils' concerns. It is not always clear what actions leaders take to resolve safeguarding concerns.
- Many pupils do not feel safe in the toilets due to the past poor behaviour of a small minority of pupils. They avoid using these facilities during the day.
- Some pupils do not attend school regularly. Some are not punctual. They miss out on learning.
- Leaders have not assured themselves of the suitability of the alternative provisions they use for some pupils. They do not keep accurate registers to record these pupils' attendance at these provisions.
- Staff do not implement the new behaviour policy consistently. Expectations of pupils' behaviour are not clear. The poor behaviour of some pupils often interrupts learning.

- Pupils say that bullying happens. Some pupils make derogatory comments about those who are different to them, including those of a different ethnicity or gender.
- Some teachers do not provide effective guidance and support to help pupils, including those with SEND, in their learning.
- When introducing new learning, teachers do not routinely consider what pupils can or cannot recall from previous learning. As a result, some pupils become confused when learning new concepts.

On 30 May 2022, prior to the confirmation of Ofsted's judgement as highlighted above, the Department for Education was notified by Ofsted (form 2) that Kibworth Mead Academy was awaiting to be moderated into an Ofsted inadequate category. Since that notification, our team has spoken with Carolyn Robson, the CEO of The Mead Education Trust (who has since retired), to seek reassurance around the immediate safety of children. Through this, we are aware that you have taken actions to address the immediate safeguarding risks and are engaging with the Local Authority on this area.

We have now received the final Ofsted report, and we acknowledge the way in which leaders of the trust have engaged with our team since the form 2 notification. However, we are concerned about the ability of The Mead Education Trust to deliver at pace the significant improvements which are required at Kibworth Mead Academy.

As Regional Directors, we will now consider formally whether The Mead Educational Trust has the capacity to deliver the rapid and sustainable improvement at the Academy that is required. If we are not satisfied that this can be achieved, we 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 we will consider any written representations you wish to make in response to this Termination Warning Notice. Please provide us with any representations the trust wishes to make by 22 September 2022. Your representations should set out the actions you plan to take at school level to address the significant issues highlighted in the Ofsted report, as well as at trust level to ensure there is strong oversight of the school improvement and performance in all the trust's academies.

We are copying this letter to the Director General of Regions Group, the Director of Children's Services at Leicestershire Local Authority and Ofsted. A copy of this letter will also be published on GOV.UK.

Yours sincerely



**Carol Gray**  
**Regional Director**  
**Regions Group, East Midlands**