



Department
for Education

Department for Education
Eastbrook
Shaftesbury Road
Cambridge
CB2 8DR
[REDACTED]

The Members and Trustees of Unity Education Trust
Dereham Sixth Form College
Crown Road
Dereham
Norfolk
NR20 4AG

6 October 2022

Dear [REDACTED]

Termination Warning Notice to the Members and Trustees Unity Education Trust in respect of King's Oak Academy

In accordance with clauses 5.B to 5.E of your funding agreement for King's Oak 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.

I received an Ofsted notification dated 2 September 2022 (report published 23 September 2022) confirming that King's Oak Academy was judged to be inadequate and requires special measures. For the reasons set out below, I now consider it necessary to issue this Termination Warning Notice.

- The teaching of phonics is inconsistent across the school. Different methods and approaches lead to many pupils not being well supported. The books that pupils read are not always matched to their reading ability. As a result, too many pupils do not learn to read quickly and fluently. Leaders need to ensure that a consistent approach to phonics teaching and reading practice is adopted and that staff are well trained in using these approaches.
- Pupils with SEND receive a poor-quality education. Plans and provision for these pupils do not meet their individual needs or ensure that they can access the curriculum effectively. Leaders need to ensure that the provision for pupils with SEND in and out of class is well planned, delivered and monitored.
- Teachers have not had enough training to knowledgeably deliver a well-planned curriculum. As a result, the delivery of the intended curriculum is

weak in several areas. Leaders need to make sure that teachers have the training and support needed to deliver the curriculum effectively to pupils.

- Some pupils struggle to manage their behaviour and staff do not have the strategies to support them. The youngest children are not reminded to develop positive learning behaviours. Leaders need to ensure that all staff have appropriate training to identify and develop good learning behaviours for pupils right from the start of school.
- In early years, adults have not been given the necessary guidance and training to support children to learn effectively and develop essential knowledge and skills. As a result, children do not get a good start to their education. Leaders need to ensure that the intended curriculum is fully delivered and that adults are knowledgeable and skilled in how to help the youngest children learn.

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.

In making the decision on whether to terminate the funding agreement I will consider any written representations the trust wish to make in response to this Termination Warning Notice.

I would be grateful for the following evidence, which I will take into account when assessing whether the Academy is making sufficient improvements:

- Post Inspection Action Plan
- Information on what action is being taken to support educational improvement at the academy and the timescales of this work
- Any additional information you consider would be helpful

Please provide me with any representations the trust wish to make by 1 November 2022.

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

Yours sincerely,



Jonathan Duff
Regional Director for East of England

CC: Ofsted

Sara Tough, Director of Children's Services, Norfolk County Council