



Department
for Education

Regions Group
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[REDACTED]
Chair of Trustees for the Diverse Academies Trust
Diverse Education Centre
Old Hall Drive
Retford
DN22 7EA

Sent to: [REDACTED]

27th September 2022

Dear [REDACTED]

Termination Warning Notice Letter to the Members and Directors of Diverse Academies Trust in respect to The Holgate Academy

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 31st August 2022 confirming that The Holgate 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. In the inspection report, Ofsted highlighted a number of concerns including that:

- Expectations of pupils' behaviour are not high enough. Staff do not challenge poor behaviour effectively. Learning is disrupted.
- Too many pupils are persistently absent from school.
- Leaders do not deal with bullying consistently. Pupils do not feel confident in the staff's ability to tackle bullying.
- The quality of education is inconsistent. Some teachers do not always use assessment information to check that pupils' prior knowledge is secure, to identify misconceptions, or to plan future learning.

- Some teachers do not consider the needs of pupils with SEND well enough when planning and delivering the curriculum. These pupils do not achieve well enough because they do not get the right support.
- The PSHE curriculum does not enable pupils to build their understanding of fundamental British values and relationships education well enough.

As Regional Director, I need to be satisfied that the trust has capacity to address these issues and 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. Your representations should set out what actions the trust plans 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.

Please provide us with any representations the trust wish to make by 17th October 2022.

I am copying this letter to Mike Sheridan, Regional Director for East of England and East Midlands at Ofsted and Collin Pettigrew, Corporate Director Children, Families and Cultural Services, Nottinghamshire Local Authority. A copy of this letter will also be published on GOV.UK.

Yours sincerely



Carol Gray

**Regional Director
Regions Group, East Midlands**

CC: Ofsted, and Nottinghamshire Local Authority.