



Department
for Education

Regional Director for the West Midlands
Regions Group
Department for Education
Cheylesmore House
Quinton Road
Coventry
CV1 2WT

Email: RG.WM@education.gov.uk

The Members and Directors/Trustees of Unity MAT
C/O Woodlands School
Packington Lane
Coleshill
Birmingham
B46 3JE

Sent via email to:
CC:

[REDACTED] at [REDACTED]
OFSTED at [REDACTED]
[REDACTED] DCS, at [REDACTED]

31 October 2022

Dear [REDACTED]

Termination Warning Notice to the Members and Trustees of Unity MAT in respect of Brooke School

In accordance with clauses 5F to 5I of the funding agreement for Brooke School (“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 5 September 2022 confirming that Brooke School was judged to be inadequate and require special measures. For the reasons set out below, I now consider it necessary to issue this Termination Warning Notice.

The Ofsted report, published 21 October 2022 highlights the following key areas of concern:

- The curriculum is not well-sequenced or well-planned. This means that across all pathways and all year groups pupils do not experience a coherent curriculum that meets their needs. In subjects such as personal, social, health and economic education (PSHE), the planned curriculum does not identify the knowledge and skills that pupils need to prepare them for life as independent adults. Leaders are aware of this, but there are not yet plans in place to address this.
- Leaders have not made sure that staff have the skills and resources to introduce the newly introduced early years curriculum. As a result, children do not benefit from a wide range of positive learning experiences that meet their needs. Leaders should make sure that staff are skilled well enough to

implement the early years curriculum to allow children to make progress. The early years environment is not designed well enough for children to be able to learn well.

- Students in the sixth form do not benefit from a well-sequenced curriculum that builds on what they have already learned. As a result, it does not prepare them well enough for their next stage of education and into adulthood. Leaders should make sure that the sixth-form curriculum is ambitious and meets the needs of all students in all pathways.
- Since the appointment of the headteacher, there have been many changes to the leadership in the school. This has meant that some leaders have changed role frequently and so have not had the opportunity to address some important weaknesses. Leaders and those responsible for governance should make sure that leaders understand their roles and responsibilities and can perform them in a way that enhances the effectiveness of the school.
- Leaders and those responsible for governance have not acted decisively enough when they have identified weaknesses in the school. As a result, pupils have not benefited from a good quality of education. Those responsible for governance should provide targeted support and challenge for leaders so that they can tackle the weaknesses in the school.
- Leaders use individualised plans to support pupils with medical plans who are frequently absent from school. These are helping some pupils to continue to learn well. However, leaders have not tackled the attendance of other pupils who are frequently absent. As a result, the numbers of pupils who are persistently absent from school is not falling quickly enough.

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.

Please provide me with any representations the trust wish to make by 21 November 2022. This information should include, but is not limited to:

- *A post-OFSTED action plan detailing what is being done to support educational improvement at Brooke School and timescales of this work*
- *How the Trust intends to improve its planned curriculum and implement its newly-introduced early years curriculum*
- *How the Trust intends to improve its early years environment*
- *Details of current governance and leadership arrangements, including clear lines of support, delegation and accountability*
- *Measures to address persistent pupil absence*

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

Yours sincerely



Andrew Warren
Regional Director, West Midlands