



Department
for Education

John Edwards
Director General, Regions
Group
Department for Education
Sanctuary Buildings
Great Smith St
SW1P 3BT

The Members and Trustees of Oasis Community Learning
Oasis Community Learning
Interchurch House
35-41 Lower Marsh
London
SE1 7RL

By email: [REDACTED]

25th August 2022

Dear [REDACTED]

Termination Warning Notice to the Members and Trustees of Oasis Community Learning in respect of Oasis Academy Isle of Sheppey

In accordance with sections 2A and 2D of the Academies Act 2010 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 8 August 2022 confirming that Oasis Academy Isle of Sheppey was judged to be inadequate. For the reasons set out below, I consider it necessary to issue this Termination Warning Notice.

As Director General to Regions Group, I need to be satisfied that the trust has capacity to deliver rapid and sustainable improvement at Oasis Academy Isle of Sheppey. 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 18th August 2022, highlights the following key areas of concern:

- Pupil safety: The trust and leaders have done too little to tackle widespread use of foul, abusive, racist, sexist, and homophobic language. Too often this

language goes unchallenged. Furthermore, pupils are worried about getting physically hurt or bullied because of the poor behaviour on site.

- Behaviour: around the site behaviour is often dangerous and in lessons is frequently disruptive. As a result, pupils do not feel safe and have their lessons disturbed. Pupils are reluctant to report concerns as nothing has happened to improve things when they have in the past.
- Absence: too many pupils are absent from school and from lessons. Leaders do not know why some pupils are absent or where they are. This places them at risk of harm.
- Curriculum: The curriculum does not meet the needs of all pupils. As a result, some work is too difficult or inaccessible for pupils with SEND, pupils who have poor reading skills or pupils who speak English as an additional language. Some pupils do not have access to the full range of subjects they should learn.
- Teaching: teachers, especially those that are temporary, do not have all of the skills and knowledge they need to teach the curriculum effectively. Supply teachers do not have access to the same systems to manage behaviour and attendance. The information about pupils with SEND is not shared and understood with teaching staff. As a result, their needs cannot be adequately met.
- The school has seen too many false fresh starts and promises of improvement. The trust has not managed to secure strong long-term leadership and improvement over time. Only now are leaders accurately identifying key characteristics of the community they serve and the needs that pupils have.

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. This information should include, but is not limited to:

- Information on the immediate and appropriate support that is being provided to Oasis Academy Isle of Sheppey to address the issues raised by the Ofsted report, in particular the school's Post Ofsted Action Plan.
- An action plan to address the safeguarding concerns which are listed above, that provides evidence that the Trust is adhering to regulations and statutory guidance; [Keeping children safe in education \(KCSIE\)](#) and [Working together \(WT\) to safeguard children](#), and that these are effectively implemented at Oasis Academy Isle of Sheppey.
- Details of plans to strengthen leadership and governance oversight of the Academy at trust level including details of the available supportive capacity in the wider trust.

Please provide me with any representations the trust wish to make by 27th September.

As the TWN is being issued during the school summer holidays, the deadline for submitting representations has been extended.

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

A handwritten signature in black ink, appearing to read 'John Edwards', with a long horizontal stroke extending to the right.

Yours sincerely,

John Edwards
Director General, Regions Group
Department for Education

CC:
Matthew Purves, Regional Director, South East, Ofsted
Christine McInnes – Director of Education, Kent County Council