



Department
for Education

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

10 November 2022

Dear Mr Alan Jones,

Termination Warning Notice to the Members and Trustees Unity Education Trust in respect of Greyfriars Academy

In accordance with clauses 5.F to 5.H of your funding agreement for Greyfriars 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 26 September 2022 (report published 9 November 2022) confirming that Greyfriars Academy was judged to be inadequate having serious weaknesses and requires significant improvement. For the reasons set out below, I now consider it necessary to issue this Termination Warning Notice.

- There are serious weaknesses in the recording and following up of actions when pupils are at risk from harm. As a result, not all safeguarding concerns are followed up with appropriate and timely support. Leaders must ensure there are clear systems in place and staff understand these and are fully trained to clearly understand their safeguarding responsibilities.
- Most areas of the curriculum, including in the early years, have not been well thought out. Pupils do not know and remember more over time. Leaders must review the curriculum to ensure it clearly sets out what pupils need to know and how and when this should be taught. Leaders must also ensure all staff are trained to implement the curriculum as leaders intend.
- The teaching of reading is inconsistent, and staff are not well trained. As a result, there are too many key stage 1 pupils who are unable to read well enough. Leaders must decide how they will teach early reading and ensure all

staff are trained to deliver it across the school. Leaders must ensure the teaching of the reading curriculum is then monitored to check that where pupils have gaps in their knowledge the programme is being used appropriately for pupils to catch up quickly.

- A significant proportion of pupils with SEND have not been accurately identified or been given targets that are specific enough. Leaders must ensure staff are able to set appropriate targets, identify and plan appropriate and specific activities that enable pupils with SEND to access the same curriculum as others and achieve well.
- Over time, learning is being disrupted by a significant number of pupils' poor behaviour. There are too many occasions when adults do not manage behaviour well and this also impacts upon pupils' well-being. Leaders must ensure staff are trained and supported with strategies and systems to implement a consistent behaviour management approach in the school. Leaders must then monitor these systems to ensure they are effective in improving behaviour in the school.
- While the trust has focused on monitoring and improving the current leadership in the school, and more recently the quality of education, this has not led to urgent improvement being made. School leaders need support and guidance to ensure they can fulfil their roles effectively and have the skills and knowledge to rapidly improve the quality of education and the behaviour of pupils.

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 9 December 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,

A handwritten signature in black ink, appearing to read 'Jonathan Duff'. The signature is written in a cursive style with a large initial 'J' and a long horizontal stroke extending to the right.

Jonathan Duff
Regional Director for East of England

CC: Ofsted

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