



Department  
for Education

**Regional Director's Office**  
Dame Kate Dethridge  
Regional Director  
South East Regions Group  
34 Clarendon Road  
Watford

The Members and Directors/Trustees of The Kite Academy Trust  
Holly Lodge Primary School  
Stratford Road  
Ash Vale  
GU12 5PX



2 December 2022



### **Termination Warning Notice to the Members and Trustees of The Kite Academy Trust in respect of Wyke Primary Academy**

In accordance with clauses 5.F to 5H of the funding agreement for Wyke Primary 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 15 November 2022 confirming that Wyke Primary Academy has been 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 report highlighted the following weaknesses:

- The arrangements for safeguarding are not effective. Leaders do not ask external agencies for help swiftly enough when they are concerned about a pupil's safety and well-being. This potentially puts pupils at harm as they do not have the right support in place for them and their families. Records indicate that not all staff fully understand specific signs of neglect or abuse. This means that concerns are not raised quickly enough with leaders for potential risks to be considered and assessed. Additionally, leaders do not maintain clear written safeguarding records of discussions with staff, parents and external agencies. Therefore, there is a lack of oversight to ensure pupils receive much-needed support. Governors and trust leaders do not ensure that

school leaders fulfil their safeguarding statutory duties. Governors have not acted swiftly enough to ensure school leaders are putting in place improvements to safeguarding systems and processes

- Leaders have not ensured that all staff have received the training needed to recognise the indicators of potential harm and abuse. This means that some concerns may not be identified and reported quickly enough. Leaders must ensure that all staff have the support they need to report their concerns, meaning leaders can seek swift support from external agencies when required.
- Trust leaders know that governors do not have the appropriate expertise needed to oversee the actions senior leaders take to safeguard pupils. Trust leaders must take immediate action to ensure that all governors have the knowledge they need to meet their duties around effective safeguarding practice.
- Leaders have not identified and sequenced the important knowledge that all pupils need to know in each subject across the curriculum. Pupils experience a jumbled sequence of lessons that does not help them remember learning over time. Leaders need to clearly plan and train all staff to deliver a coherent, ambitious curriculum which gives pupils the knowledge they need to be ready for the next stage of learning.
- Pupils who struggle to read do not get the support they need to catch up and keep up with their peers. This puts these pupils at risk of not being able to learn across the curriculum. Leaders must ensure that pupils receive effective support from expert staff to help pupils read fluently and with confidence.
- Children in the early years are not benefiting from high-quality ambitious provision. Leaders have not been clear about what children need to learn to prepare them well for Year 1. Leaders must review the curriculum and learning environment in the early years provision so children learn the broad foundation of knowledge they need.

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 wishes to make in response to this Termination Warning Notice. Please provide me with any representations the trust wishes to make along with the following information by 9 January 2023.

- A copy of the post Ofsted Action Plan
- The Academy Improvement Plan for Wyke Primary Academy (as referenced in Kite Academy Trust's Governance Reference Manual 2022/23)

I am copying this letter to Ofsted and Surrey 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 'K. Dethridge', written in a cursive style.

**Dame Kate Dethridge**  
**Regional Director for South East**

CC: Matthew Purves, Regional Director, South East, Ofsted  
Rachael Wardell, Executive Director of Children, Families and Lifelong Learning, Surrey County Council