



Department  
for Education

Regional Director's Office  
Regions Group  
East Midlands  
Level 7, St Paul's Place  
125 Norfolk Street  
Sheffield

Mr Stephen Calvert  
Chair of Wickersley Partnership Trust  
c/o Clifton Community School Campus  
Cranworth Road  
Rotherham  
S65 1LN

Sent to: [REDACTED]

9 December 2022

Dear Mr Calvert

**Termination Warning Notice to the Members and Trustees of Wickersley Partnership Trust in respect of The Gainsborough Academy**

In accordance with clauses 5.F to 5H of the funding agreement for The Gainsborough 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 1 November 2022 confirming that The Gainsborough 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 their inspection report, Ofsted highlighted a number of concerns including that:

- Leaders have shared their vision for delivering a high-quality education but it is not realised as yet. In particular, leaders have not ensured that policies and expected practice are understood and delivered by all staff. Some developments have not been implemented swiftly enough to achieve the required improvements. Leaders need to ensure that the necessary changes happen rapidly so that their vision can be realised.

- Teachers do not implement the school's assessment strategy consistently. Some teachers move pupils on to new learning before they have ensured that pupils have acquired the knowledge they need to access that learning. Leaders must ensure that misconceptions are identified and addressed quickly so that pupils learn as well as they should.
- Too many pupils are persistently absent. They are missing education and are at risk of falling behind their peers. Leaders should further develop their strategies to ensure that all pupils attend regularly so that they do not miss out on learning.
- Pupils do not behave consistently well around the school site at social times and between lessons. Some pupils are disrespectful when challenged by staff. Some pupils feel uncomfortable around the school building. Leaders should ensure that pupils are respectful and that they are supported to behave well. Leaders should also ensure that staff are consistently using the school behaviour policy so that pupils feel comfortable in all areas of the school and their learning is not disrupted.
- Leaders have not ensured that a culture of mutual respect and inclusivity permeates the school. Some pupils experience bullying. When concerns are reported, they are not always resolved. Leaders must ensure that there is an open culture of respect, where pupils feel confident to report their concerns, knowing that they will be dealt with effectively.
- Leaders have not ensured that the programme for personal development fully meets pupils' needs. Many pupils have gaps in their knowledge and understanding of British values, including the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs. Leaders should ensure that a well-planned, sequenced programme of personal development enables pupils to understand the importance of treating all others, including those who share a protected characteristic, with respect.

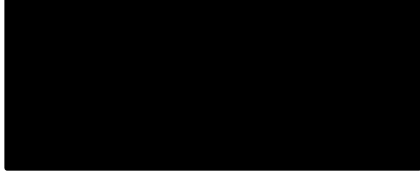
As Regional Director, I need to be satisfied that the trust has capacity to deliver rapid and sustainable improvement at the academy. If I am not satisfied that this can be achieved, I will consider whether to terminate the funding agreement in order to transfer the academy to an alternative academy 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. The representations should set out the actions the trust plans to take to address the issues highlighted in the Ofsted report, as well as, providing assurances with regards to the trust's oversight of school improvement across all schools within the trust.

I acknowledge receipt of a copy of the trust's post Ofsted analysis report for the school. Could you please provide me with any further representations that the trust wishes to make by 13 January 2023.

I am copying this letter to Mike Sheridan, Regional Director for the East of England and East Midlands at Ofsted, and Heather Sandy, the Executive Director of Children's Services at Lincolnshire Local Authority. A copy of this letter will also be published on GOV.UK.

Yours sincerely



**Carol Gray**  
**Regional Director for East Midlands**

Cc: Helen O'Brien, Chief Executive Officer of Wickersley Partnership Trust