



Department  
for Education

**Department for Education**

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The Members & Trustees  
Thomas Mills High School  
Saxtead Road  
Framlingham  
Woodbridge  
Suffolk  
IP13 9HE

04 February 2022

Dear [REDACTED]

**Termination Warning Notice to the members and Trustees of Thomas Mills High School (the “Academy”)**

In accordance with section 2A of the Academies Act 2010<sup>i</sup> any funding agreement of an academy may be terminated by the Secretary of State where special measures are required to be taken by 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 23 & 24 November 2021 confirming that Thomas Mills High School was judged to be inadequate and has serious weaknesses. Of serious concern were Ofsted’s conclusions that:

- Leaders processes for safeguarding are weak. Because of this, leaders are not able to ensure that pupils are safeguarded well. As a matter of urgency, leaders must address these weaknesses and put in place rigorous safeguarding procedures to ensure that they know that pupils, including the most vulnerable, are safeguarded effectively.
- Leaders do not have a clear oversight of the attendance and safeguarding processes in the school. As a result, they do not know enough about the impact of actions they have taken. Leaders should ensure that they have all the information they need and use it purposefully to support them to help improve the systems and processes in place to safeguard pupils effectively.
- Some leaders do not have the knowledge they need to ensure that safeguarding concerns are accurately recorded. This means that leaders cannot be sure that all the concerns are raised that should be. Leaders must ensure that all leaders are

trained to understand how and when to record their concerns about pupils' safety and welfare.

- Leaders curriculum programmes to provide pupils with understanding of difference are not effective enough. Pupils report that some of their peers do not show respect for those who are different from themselves. Leaders should ensure that pupils receive the appropriate knowledge and skills to help them understand all the protected characteristics so that they are able to apply these in their day-to-day lives.

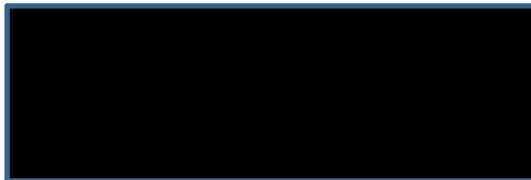
- Trustees do not carry out sufficient checks on the work of school leaders. Because of this, their oversight of leaders' work on important aspects of the school's such as safeguarding is weak. Trustees must ensure that they have the knowledge and skills to hold leaders to account, and then do so.

On the basis of this Ofsted judgement, I am now issuing this Termination Warning Notice under s2A and s2D because I have serious concerns that the Trust does not have the capacity to make rapid and sustained improvement at the Academy.


In making the decision on whether to terminate the funding agreement, I will consider any written representations you wish to make in response to this Termination Warning Notice. You should therefore provide me with any representations you wish to make no later than 25 February 2022.

I am copying this letter to the National Schools Commissioner and the DCS of the local authority. This letter will be published on [www.gov.uk](http://www.gov.uk).

Yours sincerely



**Regional Schools Commissioner for East of England and North East London**

CC:  National Schools Commissioner  
 Director for Children's Services Suffolk County Council

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<sup>i</sup> Inserted by section 14 of the Education and Adoption Act 2016