



Department  
for Education

**Dame Kate Dethridge**  
Regional Director  
South East Regions Group  
34 Clarendon Road  
Watford  
WD17 1JJ

The Members and Trustee Directors of The Good Shepherd Trust  
Farnborough Grange Nursery & Infant Community School  
Moor Road  
Farnborough  
Hampshire  
GU18 8HW

By email: [REDACTED]

05 January 2023

Dear [REDACTED]

**Termination Warning Notice to the Members and Trustee Directors of The Good Shepherd Trust in respect of Farnborough Grange Nursery & Infant Community School.**

In accordance with clauses 5.F to 5.H of the supplemental funding agreement for Farnborough Grange Nursery & Infant Community School (“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 Farnborough Grange Nursery & Infant Community School was 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:

- Those responsible for governance know that aspects of the school, such as the curriculum and provision for pupils with SEND, need to improve but have not acted with enough urgency. Leaders need to ensure that curriculum planning is clearly thought through, understood by all in the school and meets the standards set out by the MAT. They should also ensure that proper processes to meet the needs of pupils with SEND are followed so that parents are fully involved, and staff know how to meet these pupils needs and do so.
- Too many pupils do not get off to a good start when learning to read. They do not build the knowledge to become confident, fluent readers. Leaders should

ensure that all staff are expertly trained, that books are well matched to the sounds that pupils have learned and that weaker readers have the time and practice to support them to keep up.

- Staff knowledge of the early years curriculum and how children learn is weak. The youngest children, particularly those who have additional needs, are not building the necessary foundations for future learning. Leaders should create an early years environment with secure staff knowledge and appropriate resources that can meet all the children's needs and promote learning.
- Leaders have not implemented a consistent approach to assessment. Teachers and staff do not consistently check pupils' understanding and work out what pupils need to learn next. Leaders should ensure that teachers use these checks as planned to inform teaching and to help pupils embed key concepts and develop their understanding.
- Leaders have not ensured that all staff promote high standards of behaviour across the school. Pupils' behaviour towards each other in lessons does not meet leaders' ambition and can disrupt learning. Leaders should continue to raise staff expectations in this area and ensure a consistent approach.

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. Please provide me with any representations the trust wishes to make along with the following information by 27 January 2023

- A copy of the Post Ofsted Action Plan;
- Information on what action is being taken to support educational improvement at the academy and the timescales of this work;
- Details of current governance and leadership arrangements at the school.

I am copying this letter to Ofsted and Steve Crocker, Director of Children's Services, Hampshire County Council. A copy of this letter will also be published on GOV.UK.

Yours sincerely,



**Dame Kate Dethridge**  
**Regional Director, South East Regions Group**

CC: Matthew Purves, Regional Director, South East, Ofsted  
Steve Crocker, Director of Children's Services, Hampshire County Council