



Department
for Education

Dame Kate Dethridge
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The Members and Trustees
The Kite Academy Trust
Holly Lodge Primary School
Stratford Road
Ash Vale
GU12 5PX

22 February 2023

Dear [REDACTED]

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

In accordance with clauses 5.F to 5H of the funding agreement for The Ferns 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 31 January 2023 confirming that The Ferns Primary Academy has been judged Inadequate and requires significant improvement. For the reasons set out below, I now consider it necessary to issue this Termination Warning Notice.

The report highlighted the following as requiring improvement:

- Too many pupils experience substantial disruption to learning because the behaviour and attitudes of a significant minority of pupils are poor. Leaders should continue to implement plans to improve behaviour as quickly as possible.
- The school’s chosen approach to teaching phonics is not yet fully implemented. This means that younger pupils are not learning to read quickly enough. Staff need training to become confident and expert in the delivery of the phonics programme. Pupils’ reading books should match the sounds that they know. Pupils struggling to learn to read should receive additional support.
- Too many pupils leave school without the essential knowledge they need to be well prepared for secondary school. Leaders’ work to construct a well-sequenced curriculum that sets out the important knowledge pupils should know needs completing. Trust and school leaders should support teachers to deliver the curriculum so that all pupils, including those with SEND, know more and remember moreover time.
- Planning for pupils’ personal development has not been fully implemented. Leaders know that pupils’ behaviour is impacting on the personal, social, health

and economic (PSHE) education provided. Leaders must act quickly to implement the PSHE curriculum in all classes and realise their ambition of all pupils experiencing the 'Ferns Fundamentals' of wider learning opportunities.

- Some children in the early years are not receiving the support they need to help regulate their emotions and develop as learners. Too often, the behaviour of these children impacts on the learning of others. Leaders should provide these children with the support they need. Leaders and teachers should raise their ambitions for what children in the early years will achieve by the end of their time in the foundation stage.
- The new leadership team is regularly having to respond to pupils' poor behaviour around the school. This takes leaders away from implementing the well-considered plans they have for school improvement. Trustees must continue to act to address this fundamental issue which risks undermining all aspects of leaders' work.

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 **15 March 2023**

- A copy of the post Ofsted Action Plan
- The Academy Improvement Plan for The Ferns Primary Academy

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



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