



Department
for Education

Regional Director's Office
North West
Piccadilly Gate
Store Street
Manchester M1 2WD

The Members and Directors/Trustees of Beis Yaakov Jewish High School Academy Trust
69 Broom Lane,
Bury New Road,
Salford,
Greater Manchester,
M7 4FF

11/01/2023

Dear Mr Topperman,

Termination Warning Notice to the Members and Directors/Trustees of the Beis Yaakov Jewish High School Academy Trust in respect of Beis Yaakov High School

In accordance with sections 2A and 2D of the Academies Act 2010¹ any funding agreement of an academy may be terminated by the Secretary of State where special measures are required to be taken in relation to 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 10th of November 2022² confirming that Beis Yaakov High 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.

- There is very little leadership capacity to develop a purposeful curriculum. The curriculum is not broad, balanced or coherently designed. It is not ambitious.
- Teachers and leaders have low expectations of pupils with SEND.
- Teachers do not have the essential knowledge that pupils need to learn.
- Staff are often late to school or to lessons. Leaders do not know which staff should be in school and by when.
- Some pupils' rates of attendance are very poor, as are levels of punctuality and incidents of internal truancy. Leaders do not have effective systems in place to manage pupils' attendance.

¹ Inserted by section 14 of the Education and Adoption Act 2016

² [Inspection of Beis Yaakov High School, September 2022](#)

- Leaders have not established consistently high expectations for pupils' behaviour.
- Pupils do not benefit from a coherently planned programme of wider personal development.
- Leaders and governors have failed to act on the areas for improvement that were left at the previous inspection. They have not done enough to tackle endemic and systemic weaknesses.
- Leaders and governors do not have the systems and structures in place to safeguard pupils
- Governors have breached their statutory responsibilities. They have not set out a clear vision, ethos or direction for the quality of education that the school provides to pupils.

Safeguarding:

- Governors have failed in their statutory duties to safeguard pupils. Leaders and staff have a laissez-faire approach to safeguarding. Leaders have not assured themselves that pupils are safe.
- Staff are not suitably trained to recognise when a pupil may be at risk of harm. The procedures for reporting concerns are unclear and ineffective.
- Leaders do not have appropriate systems in place to follow up on the safety of those pupils who are frequently absent from school.
- Pupils are not taught about risks or how to stay safe in the wider community. Leaders have chosen not to teach pupils about healthy relationships.

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 a strong multi 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.

I would be grateful for the following evidence, which I will consider when assessing whether the trust is making sufficient improvements:

- **Safeguarding:** How you will ensure that arrangements at the academy are effective and provide confidence to parents and pupils that safeguarding concerns can be reported and addressed.
- **Governance:** Clear plans must be in place to ensure that governance concerns identified by Ofsted are addressed and that trustees understand and fulfil their statutory responsibilities.
- **Education and Curriculum Planning:** A plan must be in place to ensure that action is taken to fully address the concerns about curriculum, including leadership capacity, planning and delivery. A plan is also needed to set out how changes will be implemented to ensure leaders effectively identify pupils' additional needs including SEND. That there is clear plan in place for addressing the concerns

regarding leaders identifying pupils' additional needs and that issued outlined regarding the curriculum are addressed.

- **Behaviour:** Clear plans are required to ensure that poor attendance and behaviour are effectively addressed.
- **Leadership:** How you will ensure that there is a strong, stable leadership at the school to drive improvements rapidly.

Please provide me with any representations the trust wish to make by the 2nd of February 2023.

I am copying this letter to Ofsted, Salford city council and Machzikei Hadass. A copy of this letter will also be published on GOV.UK.

Yours sincerely

Vicky Beer CBE
Regional Director for North West

CC:

John Edwards, Director General, Regions Group, DFE

Cathy Starbuck, ADCS, Salford City Council

Charlotte Ramsden, DCS, Salford City Council

Chris Russell, National director education, Ofsted

Chris Jones, Director strategy and engagement, Ofsted

Rabbi Wreschner, Machzikei Hadass