



Department
for Education

Department for Education
Eastbrook
Shaftesbury Road
Cambridge
CB2 8DR
RG.EOE@education.gov.uk

The Members and Trustees of Eastern Multi-Academy Trust
Sent by email to: Julie.Perry@eastern-mat.co.uk

20 February 2023

Dear Julie

Termination Warning Notice to the Members and Trustees of the Eastern Multi-Academy Trust in respect of Queensway Infant Academy and Nursery

In accordance with clauses 5.B to 5.E of the funding agreement for Queensway Infant Academy and Nursery (“the Academy”) the Secretary of State may terminate the funding agreement if the Academy is coasting as set out in the Coasting Schools (England) Regulations 2022, provided that the Secretary of State has notified the Academy Trust that the Academy is coasting.

I notified the trust on 5 October 2022 that Queensway Infant Academy and Nursery meets the legal definition of a school that is coasting (not making necessary improvements) as defined in the Coasting Schools (England) Regulations 2022. On 6 October 2022 invited the trust’s representations in response to the notification letter, which the trust provided.

I wrote on 24 January 2023 to inform the trust that, having assessed all the information and evidence, including the representations provided by the trust that I remain concerned about the trust’s capacity and capability to deliver rapid and sustained improvements at the Academy. This is because of the trust’s track record in Ofsted inspections since January 2022. I acknowledged, however, that the trust is currently engaging with the Department to transfer the academy to a strong trust, appreciating the benefits that will bring. I also stated that, although you have agreed to work with the Department on a transfer, I intended to issue a Termination Warning Notice to reflect that the academy remains subject to this intervention power, and the trust remains accountable for the outcomes of the academy and its pupils until the transfer takes place.

The Ofsted report from the inspection on 27 and 28 April noted the following areas for improvement:

- The curriculum design is new in some subjects, such as geography and PE. Teachers are still developing the knowledge and skills to teach the curriculum well. Leaders should ensure that all staff have the right training so that they are confident to deliver all areas of the curriculum equally well.
- Staff do not check or use information consistently well across all subjects to identify what pupils know and understand. This means that teachers do not

ensure lessons build on what pupils have already learned. Leaders should ensure that teachers routinely check pupils' understanding so they can address misconceptions and support all pupils to achieve well.

- Some subject leaders are new to their role. They do not yet have the necessary skills they need to carry out their responsibilities successfully. Leaders should ensure that these staff receive the training and support they need to be effective in their role.

For these reasons, I require the trust to take the specified action below. The following action ("the Specified Action") must be taken by the stated timescale, or the Secretary of State may issue a notice terminating the Academy's funding agreement pursuant to clauses 5B to 5E of the funding agreement:

- Continue to implement the actions set out in the Academy Development Plan 2022-2023 and provide termly updates on the actions and milestones within the plan.

I will monitor progress made towards meeting the Specified Action. If the trust fails to meet the above Specified Action by the specified date, I will consider whether to terminate the Academy's funding agreement in order to transfer the Academy to an alternative trust.

I reserve the right to amend this Termination Warning Notice to specify further action which the trust must take, and the date by which it must be completed.

The trust must respond to this Termination Warning Notice by 13 March 2023 making any representations the trust wishes to make in response to this Termination Warning Notice and the above Specified Action or providing confirmation that the trust intends to comply with the above Specified Action by the specified date.

If the trust fails to respond to this Termination Warning Notice by 13 March 2023, I may issue a notice terminating the Academy's funding agreement.

I recognise the positive way in which the trust has engaged with my team in coming to the decision to transfer the Academy to new leadership to secure the best outcomes for children at the Academy.

I am copying this letter to Ofsted, and to Norfolk County Council. A copy of this letter will also be published on GOV.UK.

Yours sincerely,



Jonathan Duff

Regional Director

East of England, Regions Group

CC: Ofsted, Sara Tough, Director of Children's Services, Norfolk County Council