



Department
for Education

Regional Director for the West Midlands
Regions Group
Department for Education
Cheylesmore House
Quinton Road
Coventry
CV1 2WT

[REDACTED]
Chair of Trustees
Ormiston Academies Trust
1 Victoria Square
Birmingham
B1 1BD

04 May 2023

Dear [REDACTED]

Termination Warning Notice to the Members and Trustees of the Ormiston Academies Trust in respect of Tenbury High Ormiston Academy

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 23 February 2023 confirming that Tenbury High Ormiston Academy was judged to be inadequate and has serious weaknesses. For the reasons set out below, I now consider it necessary to issue this Termination Warning Notice.

The Ofsted report, published on 10 March 2023, highlights the following key areas of concern:

- Too often older pupils do not move sensibly or calmly around the school and some deliberately push and shove each other or younger pupils. Staff do not always remind pupils how they should behave and sometimes ignore poor and unsafe behaviour. As a result this inappropriate behaviour persists creating a disorderly environment which worries some pupils. Leaders should ensure that pupils understand the expectations for safe movement around the school and that all staff play a full part in ensuring that pupils meet these expectations.
- There is still some low level disruption in lessons and not all staff are using the school's behaviour strategy properly. This means that too much learning is interrupted and that pupils are receiving mixed messages about what is and is not acceptable. Leaders should ensure that all staff consistently implement the school's strategy properly including the praise and reward elements and ensure that any staff who need help to use the strategy well are supported accordingly.
- Not all pupils understand how the behaviour strategy works for example what the different levels of sanctions mean and how the praise and reward

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

elements work. As a result some of the pupils who behave well do not feel recognised or understand that leaders are taking appropriate action when others do not behave well. Leaders should continue to communicate with pupils about all aspects of the strategy as appropriate.

- Some teachers do not routinely check on pupils learning and what they have remembered. As a result in some subjects pupils have gaps in their knowledge. Leaders should ensure that all teachers use assessment consistently to check on what pupils have learned and can do and adapt their teaching accordingly.

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 wish to make by 26 May 2023.

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

Yours sincerely

A black rectangular redaction box covering the signature of Andrew Warren.

Andrew Warren
Regional Director for **the West Midlands**

CC: Ofsted, Worcestershire County Council
