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for Education

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Chair and CEO of REAch2 Academy Trust  
The Members and Trustees of Reach2 Academy Trust  
Henhurst Ridge Primary Academy  
Henhurst Ridge  
Burton-Upon-Trent  
Staffordshire  
DE13 9TQ

██████████ and ██████████

Wednesday, 21 June 2023

Dear ██████████

**Termination Warning Notice to the Members and Trustees of the Reach2 Academy Trust in respect of Sir Martin Frobisher Primary Academy**

I notified the trust on November 2022 that the Sir Martin Frobisher Primary Academy (“the Academy”) is not making necessary improvements.<sup>1</sup> On the 31<sup>st</sup> of January 2023 I invited the trust’s representations in response to the notification letter which the trust provided. I have applied the principles set out in the published document, Regional Directors decision making: 2022 and considered the Academy’s circumstances in line with the criteria set out in chapter 4 of the Schools Causing Concern guidance.

I refer to my letter of January. As stated in that letter, as Regional Director I must be confident, based on the information available and evidence provided, that the trust can deliver rapid and sustained improvements at the Academy. Currently I am not satisfied this is the case. I therefore intended to issue a Termination Warning Notice.

In accordance with clauses 5.B to 5.E of the funding agreement for Frobisher Primary Academy the Secretary of State may terminate the funding agreement where paragraphs (2), (3), (4) or (5) of regulation 4 of the Coasting Schools (England) Regulations 2022 applies to the academy and the Secretary of State has notified the Academy Trust.

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<sup>1</sup> The term “not making necessary improvements” is used in the Schools Causing Concern guidance (October 2022 update). A reference in that guidance, and in this letter, to schools “not making necessary improvements” should be read as meaning that such schools meet the statutory definition of ‘coasting’, contained in regulation 4 of the Coasting Schools (England) Regulations 2022.

I recognise the positive way in which the trust has engaged with my team, but I need to be satisfied that the trust is putting in place support, which will have effective action to raise standards at the Academy. In considering whether to take intervention action, I have taken into account all the available evidence, including the representations received from the trust.

The school has been with the trust since 2016. During this time, it was inspected by Ofsted once in 2019, which resulted in a requires improvement judgement. While the inspection report talks about the strengths of the new leadership at that time, the school has seen significant leadership and wider staff changes since then.

Furthermore, the school has not yet achieved improvements in pupil outcomes for phonics and at Key Stage 2, and I therefore have concerns about the ability of the trust to make the rapid and sustained improvements that are required.

You have recently appointed a new leadership team that you are confident will deliver these improvements, but I need to be assured that the plans you are implementing and the leadership capacity that is now available will deliver the desired outcomes.

For this reason, I require the trust to take the specified actions below.

The following actions (“the Specified Actions”) must be taken by the stated timescales or the Secretary of State may issue a notice terminating the Academy’s funding agreement pursuant to clause 5E of the funding agreement.

- Accept bespoke school improvement support, funded by the department’s Trust and School Improvement (TSI) offer, and delivered by a school improvement partner (identified by me) that has a track record in delivering improvement. Arrangements for the support to be in place within 6 weeks of the date of this letter (24 July 2023).
- Work with the school improvement partner to review the Sir Martin Frobisher Academy development plan and to identify additional measures that could be put in place with a specific focus on driving rapid improvement in pupil outcomes.
- Ensure that a fully reviewed and quality assured development plan is in place and shared with my team by 30 June 2023. The department will need sight of the plan and milestones to ensure there are clear deadlines and measurable outcomes, which we can be tracked effectively.
- Implement the agreed plan and provide termly updates to my team on progress against the action plan and impact of those actions in the Academy with the first update submitted by the 17 July 2023.

I will monitor progress made towards meeting the Specified Actions. If the trust fails to meet any of the above Specified Actions by the specified date, I will consider whether to terminate the 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 30 June 2023, making any representations the trust wishes to make in response to this Termination Warning Notice and the above Specified Actions, or providing confirmation that the trust intends to comply with the above Specified Actions by the specified dates.

If the trust fails to respond to this Termination Warning Notice by 30 June 2023, I may issue a notice terminating the Academy's funding agreement.

I am copying this letter to Ofsted, and to Essex 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, Essex County Council