



Department  
for Education

Regional Director for North West  
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Mr Martin Fleetwood  
Chair of Trustees  
Consilium Academies Trust  
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By email: [mfleetwood@teachfirst.org.uk](mailto:mfleetwood@teachfirst.org.uk)

1 March 2023

Dear Mr Fleetwood

**Termination Warning Notice to the Members and Trustees of Consilium Academies Trust in respect of Buile Hill Academy**

In accordance with clauses 5.B to 5.E of the funding agreement for Buile Hill Academy (“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.

Katherine Cowell notified the Academy Trust on 4 October 2022 that the Academy meets the legal definition of a school that is coasting (not making necessary improvements) as defined in the Coasting Schools (England) Regulations 2022. On 7 October 2022 I invited the Academy Trust’s representations in response to the notification letter, the Academy Trust responded to this letter and set out their representations on 1 November 2022.

I wrote on 3 February 2023 to inform the Academy Trust that, after considering all the information and evidence, I was not satisfied that the Academy Trust has the capacity or capability to deliver rapid and sustained improvements at the Academy and that I therefore intended to issue a Termination Warning Notice.

Mike Amberry (the trust lead for Consilium) and Debbie Dempsey (Salford lead) met with David Clayton on 3 February 2023 to discuss the Termination Warning Notice process. They also met with you and David on 10 February 2023 to have a further discussion around the process and next steps.

I need to be satisfied that the Academy Trust is taking 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. I have also applied the principles set out in the published document, [Regional Directors decision making: 2022](#) and considered the school's circumstances in line with the criteria set out in chapter 4 of the [Schools Causing Concern guidance](#).

The Academy has been part of Consilium Academies Trust since August 2016, at which time its Ofsted grade was good, but declined to requires improvement by December 2018. The trust has had more than four years of leadership since the last inspection to secure an improved grading of good at the Academy.

The last Ofsted inspection in June 2022 judged the school to be requires improvement across all areas. The Ofsted report published following inspection highlighted:

- There has been a significant amount of turbulence of late in leadership and teaching staff.
- Some staff do not apply the school's behaviour policy. As a result, a small minority of pupils disrupt learning and misbehave during social times. This hinders pupils' learning.
- Some aspects of the personal development curriculum are underdeveloped, and some subject curriculums are at an early stage of development. Some teachers do not deliver subject curriculums effectively. This means that some pupils, including pupils with SEND, are not able to deepen their knowledge.
- Some teachers do not use assessment strategies effectively to check what pupils know and remember.

For this reason, I require the Academy 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 5.E.

- Provide an improvement plan that includes action to ensure strong and stable leadership and teaching is in place at all levels to drive rapid and sustained school improvement with a culture of high expectations. The plan should include clear success measures and milestones for improvement which will be used to monitor the impact and success of the plan. The plan must be provided on or before 28 April 2023. The plan and milestones will be subject to agreement by the Department.
- Provide an improvement plan that addresses areas not sufficiently addressed in representations, in particular:
  - (i) ensuring there are clear and robust policies and processes in place to raise standards of behaviour, leading to reduced instances of disruption and poor behaviour;
  - (ii) ensuring the curriculum is fully developed and implemented, is broad and ambitious and builds on prior learning. This must include planning, delivery, and support for staff to enhance subject knowledge and use of assessment information, to ensure that pupils including those with SEND are fully supported to achieve well; and
  - (iii) ensuring the progress pupils make improves, leading to clear evidence of raised and sustained progress and attainment performance.
- Implement the plans and provide me with termly updates on the agreed actions and milestones.

I will monitor progress made towards meeting the three Specified Actions. This will be through board reports, school improvement progress reports and termly meetings arranged with my office in addition to any Ofsted monitoring reports. If the Academy Trust fails to meet any of the

above Specified Actions, 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 Academy Trust must take, and the date by which it must be completed.

The Academy Trust must respond to this Termination Warning Notice by 23 March 2023 making any representations the Academy Trust wishes to make in response to this Termination Warning Notice and the above Specified Actions, or providing confirmation that the Academy Trust intends to comply with the above Specified Actions by the specified dates.

If the Academy Trust fails to respond to this Termination Warning Notice by 23 March 2023, I may issue a notice terminating the Academy's funding agreement.

I am copying this letter to Ofsted, and to Melissa Caslake and Cathy Starbuck at Salford City Council. A copy of this letter will also be published on GOV.UK.

Yours sincerely

A handwritten signature in black ink, appearing to read 'V. Beer', is written over a horizontal line.

**Vicky Beer**  
**Regional Director, North West Regions Group**

Cc: Mr David Clayton, Chief Executive Officer, Consilium  
Cc: Katherine Cowell, Regional Director, North East Regions Group  
Cc: Chris Russell, National Director of Education, Ofsted  
Cc: Chris Jones, Director Strategy and Engagement, Ofsted  
Cc: Melissa Caslake, Interim DCS and Cathy Starbuck, ADCS, Salford City Council