



Department
for Education

Regional Director's Office
Bishopsgate House,
Darlington,
DL1 5QE

The Members and Directors/Trustees of The Co-operative Academies Trust
1 Angel Square
Manchester
M60 0AG

30 June 2023

Dear Mr Gill,

Termination Warning Notice to the Members and Trustees of The Co-operative Academies Trust in respect of Co-op Academy Grange

In accordance with clause 5.F to 5.H of the funding agreement for Co-op Academy Grange ("the Academy") the Secretary of State may terminate the funding agreement if the Chief Inspector gives notice to the Academy Trust that special measures are required to be taken in relation to the Academy or the Academy requires significant improvement.

I received an Ofsted notification dated 16 March 2023, confirming that Co-op Academy Grange 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 number of suspensions for poor behaviour is too high and increasing. This is especially true for disadvantaged pupils and for pupils with SEND. This results in pupils missing valuable learning time and falling behind their peers. Leaders should examine more effectively the causes for vulnerable pupils receiving suspensions and put strategies in place which address these.
- The number of pupils removed from lessons for poor behaviour is high. This disrupts pupils' learning and limits their progression through the curriculum. In addition, some pupils truant from lessons and miss learning. Leaders should ensure that a consistent approach to managing behaviour is established so that pupils' learning and behaviour improve.
- The important knowledge that pupils need to learn is not clearly identified in all subjects. Because of this, teachers are not precise about what pupils need to know. Leaders should ensure that their work reviewing the curriculum makes clear the most important knowledge that pupils need to learn in all subjects.

- The way that teachers use information gathered from assessment to adapt their teaching is inconsistent. This means that some pupils' misconceptions are not addressed, leading to gaps in pupils' knowledge. Leaders should ensure that teachers are better trained in how to adapt their teaching in response to information they gather through assessment.
- Leaders and trustees have not done enough over time to address the key weaknesses in behaviour and the curriculum. Leaders' ambitions to make the much-needed improvements are not happening at the pace required. Trustees and senior leaders should ensure that staff have the training that they need to carry out the essential school improvement work.

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.

I would also be grateful for the following evidence, which I will take into account when assessing whether the Academy is making sufficient improvements:

- A copy of the post-Ofsted Action Plan
- Information on what action is being taken to support educational improvement at the Academy and the timescales of this work
- Details of current governance and leadership arrangements, including clear lines of support, delegation and accountability
- Any other information you feel would be helpful.

Please provide me with any representations the trust wishes to make by 21 July 2023.

I am copying this letter to Ofsted, Marium Haque, DCS of Bradford Metropolitan District Council, and Chris Tomlinson, CEO of the Trust. A copy of this letter will also be published on GOV.UK.

Yours sincerely,

Alison Wilson
Regional Director for Yorkshire and Humber

CC:

Katrina Gueli, Ofsted Regional Director
Marium Haque, DCS of Bradford Metropolitan District Council
Chris Tomlinson, CEO of The Co-operative Academies Trust
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