



Department
for Education

Hannah Woodhouse
Regional Director, South West
Second Floor
3 Glass Wharf
Avon Street
Bristol
BS2 0PS

[REDACTED], CEO
[REDACTED], Chair of Trustees
Waycroft Multi Academy Trust
Waycroft Academy
Selden Road
Stockwood
Bristol
BS14 8PS

12 June 2023

Dear [REDACTED] and [REDACTED]

Termination Warning Notice to the Members and Trustees of Waycroft Multi Academy Trust in respect of Wicklea Academy

I notified the trust on 5 October 2022 that the Wicklea Academy (“the Academy”) is not making necessary improvements.¹ On 22 November 2022, 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 5 October 2022. 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 acknowledged, however, that the trust is currently engaging with the department on options to transfer the Academy to a strong trust, appreciating the benefits that the transfer will bring. I also stated that, although you have agreed to work with the department on a transfer, I intend to issue a Termination Warning Notice to reflect the fact 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.

In accordance with sections 2B and 2D of the Academies Act 2010²², any

¹ 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

² Inserted by section 14 of the Education and Adoption Act 2016

funding agreement of an academy may be terminated by the Secretary of State 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.

I recognise the positive way in which the trust has engaged with my team and has detailed its decision to transfer its schools to another trust. I am grateful to trustees for giving this careful consideration. I would like the Trust to continue to work with the department in securing the planned transfer.

The Academy has been part of Waycroft MAT since March 2015 as a sponsored academy. The trust has overseen the school for more than seven years, during which time the academy had two Requires Improvement judgments in December 2017 and September 2021.

The last Ofsted monitoring inspection in October 2022 judged that the academy still continues to require improvement. It recognised that leaders have made progress to improve the school, but more work is necessary for the school to become good. The Ofsted report following inspection, highlighted:

- There have been several staff changes since the previous inspection.
- School leaders along with staff, are working steadily to address the weaknesses identified at the previous inspection.
- School leaders work to address the necessary changes to the wider curriculum is starting to take hold. Nonetheless, it is taking time for leaders to revamp subject content and consider carefully what knowledge is taught and when.
- Leaders have been successful in raising expectations of what pupils will achieve in Year 6. However, in some other year groups, expectations of what pupils should achieve over time remain too low. Senior leaders' strategic oversight of curriculum quality is not yet sufficiently strong.
- Staff are very positive about the additional support they receive, such as attending network meetings and working with staff from other schools in the multi-academy trust.

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 the section 2B and 2D of the Academies Act 2010:

- Continue to work closely with the proposed merger partner to deliver improvements at the Academy, implement any further actions for improvement identified through the partnership or in response to Ofsted's findings, and provide me with half termly updates on progress. Please provide the first update by 7 July 2023.

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 3 July 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 3 July 2023, I may issue a notice terminating the Academy's funding agreement.

Once again, I appreciate the trust's willingness to work with the department to secure the best outcomes for children at the Academy.

I am copying this letter to Ofsted, and to the Director of Children's Services at Bristol City Council. A copy of this letter will also be published on GOV.UK.

Yours sincerely

Hannah Woodhouse

Regional Director, South West Regions Group

CC: Ofsted,
[REDACTED], Director: Children, Families and Safer Communities,
Bristol City Council