



Department  
for Education

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

Email: [REDACTED]

Diocese of Worcester Multi Academy Trust  
Field House  
29 Sansome Walk  
Worcester  
WR1 1NU

Sent by email to: [REDACTED]

19 May 2023

Dear [REDACTED],

**Termination Warning Notice to the Members and Trustees of Diocese of Worcester Multi Academy Trust in respect of St Nicholas' CofE Middle School**

In accordance with clauses 5.B to 5.E of the funding agreement for St Nicholas' CofE Middle School 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.

I notified the trust on 6 October 2022 that the St Nicholas' CofE Middle School ("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 28 February 2023 I invited the trust's representations in response to the notification letter which the trust provided.

I wrote on 17 May 2023 to inform the trust that, after considering all of 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.

[REDACTED] will be the contact who will discuss next steps with the Trust.

I need to be satisfied that the 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 Academy's circumstances in line with the criteria set out in chapter 4 of the [Schools Causing Concern guidance](#).

St Nicholas' CofE Middle School joined the Diocese of Worcester Multi Academy Trust on 1 April 2017 and remains Requires Improvement six years after joining the trust.

- Leaders have overhauled the curriculum and should ensure that cohesive plans are in place across all year groups, and that these are carefully thought through, so that pupils' knowledge builds over time.
- Subject leaders need to have a deeper understanding of how to monitor, evaluate and review their subject, in order to check that curriculum plans have the intended impact.
- Leaders should ensure that teachers and teaching assistants consider the most effective approaches to delivering the curriculum and how to assess pupils' learning.

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 5.E.

- Provide a school improvement plan that includes clear milestones for improvement in the areas identified by Ofsted. Plan to be provided on or before 19 June 2023. The plan and milestones will be subject to agreement by the Regional Director.
- Implement the agreed plan and provide termly updates on the actions and milestones within the plan.

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 19 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 19 June 2023, I may issue a notice terminating the Academy’s funding agreement.

I am copying this letter to Ofsted, and to Worcestershire Local Authority and the Diocese of Worcester. A copy of this letter will also be published on GOV.UK.

Yours sincerely

Andrew Warren  
Regional Director for the West Midlands

CC: <redacted>