



Department
for Education

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The Members and Trustees of Tower Hamlets Enterprise Academy Ltd
Tower Hamlets Enterprise Academy
81-91 Commercial Road
London
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By e-mail to: [REDACTED]

17 July 2023

Dear [REDACTED],

Termination Warning Notice to the Members and Trustees of the Tower Hamlets Enterprise Academy Ltd ('the Trust') in respect of London Enterprise Academy.

I notified the Trust on 21 October 2022 that London Enterprise Academy ('the Academy') is not making necessary improvements.¹ On 17 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 2 June 2023. 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 has engaged 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 intended 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 2010², 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 of 'coasting', contained in the Coasting Schools (England) Regulations 2022

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.

On 26 May 2023, you met with [REDACTED], (DfE Deputy Director) and [REDACTED], (DfE Team Leader). Discussions were held about the recent changes to the Trust Board and the plans for the Academy going forward.

The department has been working with the Academy and the Trust since its previous Ofsted judgement of 'Inadequate' in 2019, with a view to the Academy joining a multi-academy trust. To date this process has not yielded any tangible progress and I do not believe that the Trust can deliver the necessary rapid and sustained improvements at the Academy.

In April 2017 the Academy had its first full Ofsted inspection which was judged as 'Requires Improvement' (in all areas). In April 2019, the Academy was judged as 'Inadequate' (in all areas) and, in July 2022, as 'Requires Improvement' (Good in 2 areas, Requires Improvement in 2 areas).

The Ofsted inspection report of July 2022 highlights that:

- Over the past four years, the school has faced challenges in staffing and leadership. The governing body's evaluations of the school's strengths have been overgenerous.
- There are inconsistencies in the way learning is organised. For example, the use of assessment to check whether pupils have learned and remembered the essential facts is variable. Misconceptions and gaps in pupils' learning are not routinely tackled, and this limits their understanding.
- Many pupils, including disadvantaged pupils, read without the accuracy and fluency they need to access learning in other subjects. Pupils do not routinely read for pleasure.
- The support given to pupils with SEND is variable. Although there are effective procedures for identifying pupils who need support with their learning, these are not used routinely in all classrooms.

I note the Trust's representations and action plan submitted; however, I do not feel that this fully addresses the concerns raised by Ofsted. I also note that the plan does not cover how Leadership and Management will be improved despite it being an area which 'Requires Improvement'.

For these reasons 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 section 2B and 2D of the Academies Act 2010.

- Provide an improvement plan that includes action to address the following weaknesses identified by Ofsted:

- To ensure the use of assessment is consistent and effective throughout the Academy and it is used to evaluate whether pupils are learning the intended curriculum.
- To ensure reading remains a priority and accuracy is monitored and improved on.
- To ensure that leaders provide staff with precise guidance/training to support children with SEND, enabling them to access the curriculum and learn effectively.
- To address how leaders are monitoring progress and strengths and to ensure both are consistent with national standards.

The plan must be provided on or before 20 October 2023. The plan and milestones will be subject to agreement by the department.

- The Trust must implement the agreed plan and provide monthly progress updates on the actions and milestones within the plan (or other information as requested). The first update must be submitted to the department by 31 October 2023, then monthly thereafter, on the last working day of the month. Progress updates will be reviewed by my team who will check to see if sufficient progress and improvements are being made. Should further reassurances be needed, I reserve the right to appoint an External Expert to carry out a review. Where there are delays or risks relating to the implementation of the actions and milestones, the Trust must explain how these are being addressed.
- The Trust must agree to enter a partnership with a school improvement partner proposed by me or my team. Such arrangements are to be formalised by 3 November 2023 and informing me when this has been confirmed. The Trust must provide me with monthly updates on how improvements are being made as recommended by the school improvement partner.
- The Trust must commission an External Review of the Trust's governance arrangements to identify any gaps and recommendations for changes to lead to improvements at the academy. The scope of the review is to be shared with my team by 20 October 2023, for my agreement.
 - Once the review has concluded, the Trust must share the report and submit an action plan in response to the review's recommendations by 12 January 2024. The plan will be subject to agreement by the department.
 - The agreed action plan must be implemented and updates providing as requested. Timeframes for updates to be agreed.

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 22 September 2023 (this date takes into account the school holidays), 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 22 September 2023, I may issue a notice terminating the Academy's funding agreement.

I am copying this letter to Ofsted, and to London Borough of Tower Hamlets. A copy of this letter will also be published on GOV.UK.

Yours sincerely

Claire Burton
Regional Director for London Region

CC: Ofsted, London Borough of Tower Hamlets