



Department  
for Education

Dame Kate Dethridge  
Regional Director  
South East Regions Group  
34 Clarendon Road  
Watford  
WD17 1JJ

The Members and Trustees of The Schelwood Trust  
Herschel Grammar School  
Northampton Avenue  
Slough  
SL1 2BW

By email: [REDACTED]

1 September 2023

Dear Mr Reekie,

**Termination Warning Notice to the Members and Trustees of The Schelwood Trust in respect of Beechwood School**

I notified the trust on 27 March 2023 that Beechwood School (“the Academy”) is not making necessary improvements.<sup>1</sup> 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](#).

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 therefore intend to issue a Termination Warning Notice.

In accordance with clauses 5.B to 5.E of the funding agreement for Beechwood School, the Secretary of State may terminate the funding agreement 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.

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<sup>1</sup> 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

My colleague, [REDACTED], will be in contact with you shortly to discuss the next steps in the process and go through the conditions included within this TWN.

I do not have confidence that the trust can deliver rapid and sustained improvements at the academy without significant intervention. This is because:

- Beechwood School has been part of the trust since October 2016 and has failed to achieve a 'Good' or better Ofsted judgement during this time.
- "Rates of persistent absence remain too high"<sup>2</sup> – as detailed in Ofsted's inspection report from January 2023.
- "Activity choices teachers make do not consistently support pupils"<sup>3</sup> meaning the planned curriculum is not providing effective outcomes for all pupils.
- "Leaders do not consistently evaluate the effect of the steps they are taking to improve the school."<sup>4</sup> As a result, they cannot pinpoint which actions are having the impact they need them to or where their approach needs to change.
- School governance arrangements are not effecting the changes necessary to realise improvement at the school.

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 clause 5.E of the school's Funding Agreement.

1. Share a dedicated School Action Plan which addresses the areas for improvement identified within the latest Ofsted report and the steps the trust has taken, and will take, to ensure rapid and sustained improvement at Beechwood School. Please include how school improvements, as well as issues preventing improvement, are tracked and reported – **By Friday 29 September 2023**
2. Implement the agreed School Action Plan and provide me with updates on implementation at intervals to be agreed. – **By 27 October 2023**
3. 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 **Friday 29 September 2023** for my agreement.
4. Share the findings of the governance review and submit the trust's action plan in response to the review's recommendation by **Friday 10 November 2023**. The plan will be subject to agreement by the department.

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 dates, I will consider whether to terminate the funding agreement in order to transfer the Academy to an alternative trust.

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<sup>2</sup> [50211494 \(ofsted.gov.uk\)](https://www.ofsted.gov.uk/inspections/50211494)

<sup>3</sup> [50211494 \(ofsted.gov.uk\)](https://www.ofsted.gov.uk/inspections/50211494)

<sup>4</sup> [50211494 \(ofsted.gov.uk\)](https://www.ofsted.gov.uk/inspections/50211494)

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 **Friday 22 September 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 Friday 22 September 2023, I may issue a notice terminating the Academy's funding agreement.

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

Yours sincerely,



**Dame Kate Dethridge**  
**Regional Director for the South East Region**

CC: Ofsted, Slough Borough Council