



Department
for Education

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

Email: RG.WM@education.gov.uk

The Shaw Education Trust
Kidsgrove Secondary School,
Gloucester Road,
Kidsgrove,
Stoke-On-Trent
ST7 4DL

4 July 2023

Sent via email to:

Andrew Meehan, Chair of Trustees, [REDACTED]

Jo Morgan, CEO, [REDACTED]

Copied in:

Ofsted, [REDACTED]

Director of Children and Families, Staffordshire County Council, Neelam

Bhardwaja, [REDACTED]

Dear Andrew and Jo,

Termination Warning Notice to the Members and Trustees of The Shaw Education Trust in respect of The Orme Academy

I notified the trust on 5 October 2022 that The Orme Academy (“the Academy”) is not making necessary improvements.¹ On 31 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 5 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 therefore intend to issue a Termination Warning Notice.

In accordance with clauses 5.B to 5.E of the funding agreement for The Orme

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 regulation 4 of the Coasting Schools (England) Regulations 2022.



Academy, 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.

The Orme joined Shaw Education Trust on 1 September 2015. Since joining, the school has had two “requires improvement” Ofsted judgements, in May 2018 and December 2021.

A monitoring report in January 2023 confirmed that progress is being made at the school. For example, the report reflected that “*you are taking effective action to improve the quality of education*” and that “*leaders have begun to tackle weaknesses in assessment identified at the previous inspection.*” The report also noted that the leadership team “*are ambitious and determined*” with “*a clear vision for how the school should be.*” However, the report also confirmed that more work is necessary to improve the school. The report identified the following key areas for improvement:

- There is still variability in the use of assessment across the school. Teachers do not always identify if pupils have understood what they have been taught. Because of this, teachers develop an overly positive view of pupils’ progression through the curriculum, and gaps in pupils’ knowledge are not closed quickly enough. This hinders learning.
- Leaders have also begun to address the weaknesses identified in reading. A small number of pupils are beginning to benefit from this intervention, but there are more pupils who would benefit from this support. Leaders are working with parents to help extend the support these pupils are receiving in their home life. This work is at an early stage, and there is more to be done.

I am not fully assured by the information provided by the trust in its representations and continue to be concerned that the necessary improvements will not be achieved at pace or to the level required.

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 clauses 5.B to 5.E.

- Trust to provide an updated Post Ofsted Action Plan with clear milestones for improvement to my team. The plan is to be provided on **25 July 2023**. The plan and milestones will be subject to agreement by the Regional Director. In relation to the above Ofsted action points, the Post Ofsted Action Plan should include:



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- How leaders will ensure that teachers systematically and accurately assess if pupils have understood the key knowledge they have been taught and make use of assessment information to adapt their teaching where necessary.
- How leaders will ensure that all pupils who are at an early stage of reading receive the support they need to enable them to read with fluency and comprehension at an age-appropriate level.
- Implement the agreed Post Ofsted Action Plan and provide termly updates on the plan, including updating on the actions and milestones within the plan and how any delays or risks are being addressed. The first update is to be submitted by **Friday 27 October 2023 and thereafter Friday 9 February 2024 and Friday 24 May 2024.**

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 **25 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 25 July 2023, I may issue a notice terminating the Academy's funding agreement.

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

Yours sincerely

Andrew Warren
Regional Director for West Midlands

CC: Ofsted, Staffordshire County Council