



Department  
for Education

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The Members and Trustees of The Kemnal Academy Trust  
The Atkins Centre Kemnal Technology College  
Sevenoaks Way  
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By e-mail only to: [REDACTED]

19 June 2023

Dear Ms Bagley

**Termination Warning Notice to the Members and Trustees of the Kemnal Academy Trust in respect of Cleeve Park School**

I notified the trust on 18 January 2023 that Cleeve Park School (“the Academy”) is not making necessary improvements.<sup>1</sup> In that letter I invited the trust’s representations, 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 15 March 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 intended to issue a Termination Warning Notice.

In accordance with sections 2B and 2D of the Academies Act 2010<sup>2</sup>, any 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.

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

<sup>2</sup> Inserted by section 14 of the Education and Adoption Act 2016

On 22 March 2023 [REDACTED] (DfE delivery officer) explained next steps and outlined the department's school improvement offer, in a meeting with the trust's CEO and senior director of education (secondary).

In my view, the trust lacks the capacity and capability to deliver rapid and sustained improvements at the Academy, for the following reasons:

- Cleeve Park School became an academy on 1 September 2012. In November 2019 it was judged requires improvement (in all areas) by Ofsted. In November 2021 it was again judged requires improvement (in all areas).

In its November 2021 inspection report, Ofsted noted that:

- The high expectations set out in the school's curriculum plans are not always reflected in how subjects are delivered in the classroom. Teachers do not focus on helping pupils to understand subject content in depth.
- There are inconsistencies in the delivery of subject plans. This affects pupils' behaviour. Some pupils opt out of learning or disrupt the learning of others.
- The reading strategy is relatively new and there are no common expectations for pupils' writing. Pupils' knowledge and skills in reading and writing vary as a result.
- The provision for pupils' personal development varies because of inconsistencies in the curriculum. For example, pupils do not have regular opportunities to discuss and debate.
- Leaders are keen to include more subjects in the sixth form, but do not communicate a clear rationale. Subjects are missing from some cohorts, or are added without a clear pathway for uptake.

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 sections 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 that the school's curriculum plans are embedded in lesson delivery across the school, and delivered consistently across all subjects to encourage student engagement and to limit disruptive behaviour.

To ensure the school's reading strategy is fully embedded, and that there are common expectations of pupils' writing across the school.

To ensure that the provision for pupils' personal development is consistent across the school, and that there are regular opportunities for pupils to discuss and debate.

To ensure that there is a clear rationale for the school's sixth-form offer, with clear pathways for subject uptake.

The plan must be provided on or before **17 July 2023**. The plan and milestones will be subject to agreement by the Department.

- The trust must implement the agreed plan and provide half-termly updates on the actions and milestones within the plan (or other information as requested). The first update must be submitted to the Department by **23 October 2023**. Where there are delays or risks, the trust must explain how these are being addressed.

I will monitor progress made towards meeting the Specified Action(s). If the trust fails to meet any of the above Specified Action(s) 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 **10 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 **10 July 2023**, I may issue a notice terminating the Academy's funding agreement.

I am copying this letter to Ofsted, and to the London Borough of Bexley. 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 Bexley