



Department
for Education

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

The Members and Trustees of Forward Education Trust
Forward Education Trust
Leycroft Avenue
Tile Cross
Birmingham
B33 9UH

25 October 2023

Dear 

Termination Warning Notice to the Members and Trustees of the Forward Academy Trust in respect of Lea Hall Academy

In accordance with clauses 5.F-5.H of the funding agreement for Lea Hall Academy, the Secretary of State may terminate the funding agreement if the Chief Inspector gives notice to the Academy Trust that special measures are required to be taken in relation to the Academy or the Academy requires significant improvement.

I received an Ofsted notification dated 03 October 2023 confirming that Lea Hall Academy had been judged to be 'Inadequate' and requires special measures. For the reasons set out below, I now consider it necessary to issue this Termination Warning Notice.

According to the findings in your recent Ofsted inspection, it has been found that:

- Safeguarding is not effective. Too many staff do not understand or follow the school's safeguarding procedures, and therefore they do not consistently report safeguarding concerns. This means that pupils are at significant risk of harm. Leaders should ensure that all staff understand and follow the school's safeguarding procedures to ensure that any concerns are identified and reported so they can be acted upon swiftly.
- Pupils in key stage 3 are currently only able to attend school for 50% of the time. There is no curriculum in place for these pupils. As a result, these pupils make no progress in their learning in any curriculum area and do not have the opportunity to attend school full time. Leaders must, as a matter of urgency, ensure that these pupils receive their entitlement to a full-time education and make sure that there is a suitable, cohesive curriculum in place for them.
- There is no structured approach to the teaching of reading, and too many staff lack the skills to teach reading effectively. As a result, pupils do not develop their reading skills or comprehension, which inhibits their learning in the wider curriculum. Leaders should ensure that there is a coherent and robust approach to the teaching of reading across the school.
- The curriculum is poorly designed and does not support pupils' learning. As a result, pupils make little or no progress in their learning. Leaders should

ensure that the curriculum in all subjects is coherently planned, sequenced and delivered to enable pupils to learn and make progress.

- Pupils' personal development is poorly supported and is not well planned or delivered. There are limited opportunities to promote their personal, social and emotional development. As a result, they are ill prepared for their next steps in education, employment or training. Leaders should, as a matter of urgency, ensure that pupils' personal development meets their needs to enable them to move successfully to their next step in education.
- Too many staff have low expectations of pupils' behaviour and do not insist that pupils follow school rules or use appropriate strategies to support them to do so. This causes significant disruption to pupils' learning, as well as the learning of others. Some behaviour, particularly in key stage 3, is unsafe. Physical interventions are not routinely reported. Leaders should ensure that all staff have high expectations of pupils' behaviour and can implement the school's behaviour policy effectively. Leaders should also ensure that every incident of physical intervention is logged and can therefore be reviewed.
- Leaders have not addressed the high rates of pupil absence, including persistent absence. A significant number of pupils frequently miss too much school, which adversely affects their education. Leaders should take all possible steps to ensure that all pupils attend school regularly and attend all lessons.
- Having considered the evidence, Ofsted strongly recommend that leaders and those responsible for governance do not seek to appoint early career teachers.

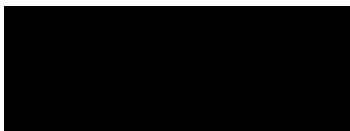
As Regional Director, I need to be satisfied that the trust has capacity to deliver rapid and sustainable improvement at the Academy. If I am not satisfied that this can be achieved, I will consider whether to terminate the funding agreement in order to transfer the Academy to an alternative academy trust.

In making the decision on whether to terminate the funding agreement I will consider any written representations the trust wishes to make in response to this Termination Warning Notice.

Please provide me with any representations the trust wishes to make by 22 November 2023.

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

Yours sincerely,



Andrew Warren
Regional Director for West Midlands Region

CC:Forward Education Trust CEO, Ofsted and Birmingham City Council