



Department  
for Education

**Department for Education**

Eastbrook  
Shaftesbury Road  
Cambridge  
CB2 8DR  
[REDACTED]

The Members and Trustees of Agora Learning Partnership  
The Orchard Primary School  
Gammons Lane  
Watford  
WD24 5JW

(Sent via email to: [REDACTED] and [REDACTED])

16 October 2023

Dear [REDACTED], Chair of Trustees,

### **Termination Warning Notice to the Members and Trustees of Wilbury Junior School**

I notified the trust on 5 October that Wilbury Junior School (“the Academy”) is not making necessary improvements<sup>1</sup>. On 31 January I invited the trust’s representations in response to the notification letter, which the trust provided on 22 February. 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 30<sup>th</sup> March. 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 and believe being part of a strong multi-academy trust (MAT) is the best way to deliver improvements at your Academy. I therefore intend to issue a Termination Warning Notice.

In accordance with clauses 5.A to 5.E of the Supplemental Funding Agreement for Wilbury Junior 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

██████ is the Delivery Officer responsible for working with you on this. He will be in contact with you to discuss any school improvement support to assist in raising standards at Wilbury academy.

Wilbury Junior School has been an academy with Agora Learning Partnership since 2017 and the 2022 inspection was the first s5 since the school joined the trust. I am mindful of the inspection outcomes at Wilbury Junior since 2008, when it has been judged either “satisfactory” or “requires improvement” over that period. The Ofsted report of February 2022 noted the following areas as needing improvement:

- Teachers do not use assessment well enough in lessons to identify what pupils know and understand. As a result, pupils are taught aspects of the curriculum they are not ready for, such as in mathematics. Leaders should ensure that teachers routinely check pupils’ understanding in lessons, address misconceptions and enable pupils to secure the knowledge they need. Subject leadership is underdeveloped.
- Subject leaders are not fully effective in ensuring that all pupils learn the curriculum well across all subjects so that pupils know more, remember more and achieve well. Leaders should ensure that subject leadership is fully effective so that the curriculum is implemented consistently, so all pupils achieve well in the subjects they study.

For these reasons, I require the trust to take the specified action, below. The following action (“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 5A to 5E of the Supplemental Funding Agreement.

- By 30 November, provide me with the school improvement plan for Wilbury Junior school for the academic year 2023/24. The improvement plan with milestones will be subject to agreement by the Department. The plan should allow me to identify the steps being taken to address the areas of concern identified by Ofsted, highlighted above, and to assess the extent of progress addressing those issues since the last inspection.
- Implement the agreed plan and provide termly updates on the actions and milestones within the plan (or other information as requested) and where there are delays or risks how these are being addressed.
- Accept bespoke school improvement support, funded by the Department’s Trust and School Improvement (TSI) offer, and delivered by a school improvement partner (approved by me) that has a track record in delivering improvement.
- Continue to work closely with the school improvement partner to support improvement at the academy. Implement actions identified through the partnership and provide me with termly updates on progress.

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 6 November 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 6 November 2023, I may issue a notice terminating the Academy's funding agreement.

I am copying this letter to Ofsted and to Hertfordshire local authority. A copy of this letter will also be published on GOV.UK.

Yours sincerely,

**Jonathan Duff**

Regional Director  
East of England, Regions Group

CC: Ofsted

██████████, Executive Director of Children's Services, Hertfordshire LA