



Department
for Education

Regional Director's Office
Regions Group South West
Second Floor 3 Glass Wharf
Avon Street
Bristol
BS2 0PS

The Members and Trustees of Diocese of Bristol Academies Trust
Kingfisher CE Academy
Peglars Way
Wichelstowe
Swindon
SN1 7DA

13 November 2023

Dear [REDACTED],

Termination Warning Notice to the Members and Trustees of the Diocese of Bristol Academies Trust in respect of The Deanery CE Academy.

In accordance with clauses 5.F to 5H of the funding agreement for The Deanery CofE Academy ("the 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 24th October 2023 confirming that The Deanery was 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.

- The curriculum is not ambitious for pupils. The school curriculum follows the national curriculum. However, it does not set out precisely what pupils will learn and when in each subject. This means that pupils learn disjointed topics that do not build on what they already know. Cover staff and non-specialists teach a high proportion of the lessons in this school. When pupils are not taught by the same person over a series of lessons, content is sometimes repeated or missed. This means that pupils studying the same subject but in different classes will learn different things. Pupils have gaps in what they know and can do.
- The school does not accurately understand the needs of pupils with SEND. This means that teachers cannot provide the adaptations that pupils need order to learn. Pupils who do not read as well as their peers are not supported

to catch up. Even so, pupils with an education, health and care plan do have their basic requirements met.

- School attendance is improving. The school is beginning to understand the barriers that pupils face. However, too many pupils do not attend the school regularly. Even though the school has made improvements, expectations for attendance and punctuality are still not high enough.
- The new 'Values in Practice' curriculum sets out how the school will support pupils' personal development. Most pupils have not experienced this curriculum yet. Pupils have not had opportunities to learn about and discuss discrimination and fundamental British values. Without this experience, pupils do not always understand that homophobic or racist comments are unacceptable. Not all pupils receive age-appropriate relationships and sex education. This means that pupils are not well prepared for life in modern Britain.
- Pupils have not had opportunities to learn about careers or to experience the world of work. Pupils do not receive impartial advice about further education or apprenticeships. This means that pupils cannot make informed decisions about their future.
- There have been frequent changes in leadership since the school opened in 2019. The current school leadership structure is new and interim. Vacancies for teachers are often filled with temporary staff on a long-term basis. The trust understands that improvements are needed. However, it does not appreciate the scale of change needed to secure an acceptable quality of education for pupils.
- Improvement planning does not identify clear actions to take and by when. The school and the trust do not communicate well with parents. This has led to a sense of disappointment and mistrust. Staff want the school to be successful, but they do not always feel listened to by leaders. Repeated changes in systems and procedures, as well as staff vacancies, increase workload.
- The trust understands its statutory responsibilities, such as for safeguarding and finance. However, systems are not in place to accurately monitor and improve the quality of education. For example, pupil premium funding is not overseen closely and so is not used to support disadvantaged pupils effectively. The trust is committed to improving pupils' experiences. Even so, changes are being made too slowly.

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 wish to make in response to this Termination

Warning Notice.

Please provide me with any representations the Trust wish to make by 4 December 2023.

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

Yours sincerely



Hannah Woodhouse
Regional Director for South West Region
CC: Ofsted, Swindon Borough Council, Diocese of Bristol