



Department  
for Education

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Department for Education  
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Sent via email to: [REDACTED], Chair of Trustees, at [REDACTED]  
[REDACTED], CEO, at [REDACTED]  
Copied in via email: [REDACTED] at [REDACTED]

The Members and Trustees of the Diocese of Coventry Multi-Academy Trust

21 July 2023

Dear [REDACTED]

**Termination Warning Notice to the Members and Trustees of the Diocese of Coventry Multi-Academy Trust in respect of St Oswald's CofE Academy**

I notified the trust on 14 October 2022 that St Oswald's CofE Academy ("the Academy") is not making necessary improvements.<sup>1</sup> On 28 February 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 07 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 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.

The Academy has not been judged as Good by Ofsted since joining the Academy Trust in July 2015. I remain concerned that the trust has not been able to demonstrate

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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



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stable, consistent improvement at the Academy over a prolonged period of time.

The most recent Ofsted inspection, dated 22 June 2022, stated:

- The knowledge that leaders expect pupils to learn in some subjects is not yet clearly identified. Pupils do not build up their knowledge and skills as well as they might. Leaders should ensure that the curriculum is well planned and sequenced in all subjects.
- There is variation in staff's subject knowledge. Some teachers do not always choose activities that help pupils to learn well. Leaders should continue to develop staff understanding of how to teach the curriculum well.
- There has been an inconsistent approach to the way that behaviour has been managed. This has led to some pupils displaying behaviours that distract others from their learning. Leaders should continue their work to ensure that the school's behaviour policy is applied fairly and consistently.
- Leaders' engagement with parents has not been sufficiently effective. Some parents feel they do not receive enough information about how their concerns are managed. Leaders should continue their work to improve communication and engagement with stakeholders.

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 sections 2B and 2D of the Academies Act 2010:

**By Friday 15 September 2023:**

- Please provide an updated version of the Academy's school improvement plan, with clear milestones identified.
- Please provide any reports or feedback produced as a result of the Academy's Annual Evaluation. According to the trust's Education Improvement Overview 2022-2023 document submitted as a part of the Academy's representations, this was due to take place on 25 May 2023.
- Please share information detailing the trust's approach to CPD at St Oswald's CofE Academy, with particular focus on strategies around improving teacher subject knowledge. This may include information on the trust's CPD strategy,



how it records and monitors CPD, how it identifies and evaluates progress and how this has impacted staff development at the Academy.

- Please provide details of how the school implements its Behaviour Policy, any recent amendments or reviews of this following the published Ofsted report and any outcomes noted.
- Please share information on the trust's strategy on parental engagement at the Academy. Please provide details of any work implemented and outcomes noted. Please provide any data regarding parental involvement or complaints over the 2022/2023 academic year and any trends identified.
- **Ongoing actions:**
  - Updated School Improvement plans – to be provided at the end of each term for the 2023/24 academic year, showing progress against the plan and stated milestones. The first of these plans should be received by **22 December 2023**.
  - Please provide ongoing updates regarding the trust's plans to increase its central School Improvement team and how any recruitment will impact on school improvement work at the Academy. Please also include details regarding the trust's Academy Improvement Partners, their work and time at the Academy and details of any progress achieved so far. The first of these updates should be received by **29 September 2023** and by the final day of each term thereafter, until the trust is informed that these are no longer necessary.

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 **15 September 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 15 September 2023, I may issue a notice terminating the Academy's funding agreement.

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



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Yours sincerely,

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**Andrew Warren**  
**Regional Director for the West Midlands**  
CC: ██████████