



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 Bordesley Multi Academy Trust  
Trinity High School And Sixth Form Centre  
Easemore Road  
Redditch  
B98 8HB

Sent by email:



27 November 2023

Dear 

### **Termination Warning Notice to the Members and Trustees of the Bordesley Multi Academy Trust in respect of Birchensale Middle School**

In accordance with clauses 5.F to 5H of the funding agreement for Birchensale Middle School (“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 6 November 2023 confirming that Birchensale Middle School 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 trust has acted too slowly to address some of the long-term failings at the school. As a result, standards have been too low for too long, and pupils’ education has suffered. Trust leaders should ensure that leaders at all levels have the capacity to fulfil their roles and are supported to improve and address the long-standing issues affecting pupils’ education.
- Teachers do not check pupils’ understanding and so do not adapt what they teach to match pupils’ needs. This means that misconceptions develop, and pupils do not successfully build their learning on what they already know. The school should ensure that teachers use assessment effectively to identify gaps in pupils’ knowledge and then adapt the curriculum to enable pupils to learn effectively, building on what they already know.
- The school has not provided enough support to help pupils who struggle with their reading. As a result, too many pupils cannot read well enough. The school should ensure that its programme of support for reading, including phonics

teaching as necessary, is well matched to pupils' reading needs and is provided for all pupils who need it.

- The school has not ensured that pupils with SEND receive effective support to achieve well. Provision for these pupils is weak, and they make poor progress. The school should ensure that staff are provided with precise information to adapt the delivery of the curriculum to enable pupils with SEND to make good progress.
- Some pupils' absence rates remain too high. Pupils, particularly those who are disadvantaged or those with SEND, miss too much school and therefore learning. The school needs to work closely with parents and external agencies to instil the importance of regular attendance, especially for these more vulnerable pupils.
- Staff do not yet apply the new behaviour policy consistently well. This means that they sometimes do not challenge pupils' disengagement or inappropriate behaviour in class. As a result, sometimes pupils do not focus on the learning, and other pupils are distracted. The school needs to ensure that all teachers apply the behaviour policy as intended, so that no time is lost to low-level disruption.
- The strategic oversight of safeguarding is not as sharp as it should be. There are too many different approaches to managing safeguarding without clear oversight. The school should ensure that there is more incisive oversight of all safeguarding processes, and that everyone is clear about others' roles and responsibilities.

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 15 December 2023.

I am copying this letter to Ofsted and Worcestershire Local Authority. A copy of this letter will also be published on GOV.UK.

Yours sincerely,



**Andrew Warren**  
**Regional Director for the West Midlands**

CC: Ofsted, Worcestershire Local Authority.