



Department
for Education

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The Members and Directors of St Cuthbert's Roman Catholic Academy Trust
St Cuthbert's Roman Catholic Academy Trust,
St Mary's College,
Cranbrook Avenue,
Hull
HU6 7TN

16 October 2023

Dear [REDACTED]

Termination Warning Notice to the Members and Directors of the St Cuthbert's Roman Catholic Academy Trust in respect of St Charles Voluntary Catholic Academy

My predecessor, Carolan Goggin, notified the trust on 6 October 2022 that **St Charles Voluntary Catholic Academy** ("the Academy") is not making necessary improvements.¹ On 24 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](#).

In accordance with clauses 5.B to 5.E of the funding agreement for **St Charles Voluntary Catholic Academy** 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.

I recognise the positive way in which the trust has engaged with my team during this process. You met my team to discuss the representations process on 22 February 2023, and again to discuss the outcomes and potential next steps on

¹ 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

11 May 2023.

For the reasons set out below, I now consider it necessary to issue this Termination Warning Notice:

- The school was judged by Ofsted to be Requires Improvement in 2003, and has not seen an improvement in judgment since. The school joined St Cuthbert's Catholic Academy Trust on 1 October 2017. In recognition of the work required at the school, additional sponsorship funding was awarded to the trust.
- Leaders need to ensure the school's behaviour policy is implemented consistently.
- Plans for pupils with Special Educational Needs and Disabilities (SEND) do not set out the precise support that those pupils need.
- Some children do not successfully access learning and do not have the knowledge and skills necessary for the next stage of their education.
- Some teachers do not have high enough expectations of pupils' learning behaviours, including children in early years.
- Staff do not have the knowledge and expertise to deliver the Early Years Curriculum plans effectively.
- Leaders should ensure that staff receive training on how to effectively implement the new curriculum.

For these reasons 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 clause 5.E of the funding agreement.

- Must agree to enter a partnership with a school improvement partner, in doing so the trust should consider a school improvement partner proposed by me or my team. Such arrangements should be entered into by 27 November 2023, informing me when this is confirmed.
- Must provide an action plan that includes the areas for improvement stated in the March 2022 Ofsted Report covering: behaviour, SEND and Curriculum, particularly in the Early Years. This plan should be designed in collaboration with this school improvement partner and provided to me by 18 December 2023. The plan and milestones will be subject to agreement by the Regional Director.
- Implement actions identified through the partnership and provide me with termly progress updates on the delivery of improvements identified through this partnership. The first update should be received no later than 9 February 2024. Further updates should be submitted on or before the last day of each term until the trust is notified by the Department that no further updates are required.

- It is imperative that the trust has stable leadership in order to have capacity to improve the school. The Trust must set out its plan and timeline for appointing a new CEO and implement the plan. This plan should be submitted by 20 November 2023.
- Commission an external review of the trust's governance arrangements to identify any gaps and recommendations for changes to lead to improvements at the Academy. The scope of the governance review, should be shared with my team by 20 November 2023 for my agreement. The trust should then:
 - Share the findings of the governance review, and submit the trust's governance plan in response to the governance review's recommendations by 22 December 2023. The plan will be subject to agreement by the department.
 - Implement the agreed governance plan and provide me with termly updates on implementation at intervals to be agreed. The first update should be received no later than 9 February 2024. Further updates should be submitted on or before the last day of each term until the trust is notified by the Department that no further updates are required.

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 dates, I will consider whether to terminate the Academy's 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 13 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 13 November 2023, I may issue a notice terminating the Academy's funding agreement.

Once again, I appreciate the trust's willingness to work with the department to secure the best outcomes for children at the Academy.

I am copying this letter to Ofsted and to the Diocese of Middlesborough. A copy of this letter will also be published on GOV.UK.

Yours sincerely,

Alison Wilson
Regional Director – Yorkshire and the Humber

Department for Education

CC: Ofsted

CC: Director of Education at the Diocese of Middlesbrough, [REDACTED]

[REDACTED]