



Department
for Education

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The Griffin Schools Trust
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Sent via email to:

[REDACTED] Chair of Trustees, [REDACTED]
[REDACTED] CEO, [REDACTED]
Ofsted, [REDACTED]
Director of Children's Services, Warwickshire County Council,
[REDACTED]

23 June 2023

Dear [REDACTED]

Termination Warning Notice to the Members and Trustees of The Griffin Schools Trust in respect of Nicholas Chamberlaine School.

I notified the trust on 6 October 2022 that the Nicholas Chamberlaine School ("the Academy") is not making necessary improvements.¹ 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 7 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 intended to issue a Termination Warning Notice.

In accordance with sections 2B and 2D of the Academies Act 2010², 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.

Nicholas Chamberlaine School has been part of the Griffin Schools Trust since 1 September 2013. The school received a "Good" Ofsted judgement in June 2015 but has received two "Requires Improvement" Ofsted judgements in November 2019 and November 2021.

The 2021 Ofsted report identified the following key areas for improvement:

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 regulation 4 of the Coasting Schools (England) Regulations 2022.

² Inserted by section 14 of the Education and Adoption Act 2016

- Curriculum plans in some subjects do not set out the essential knowledge that leaders expect pupils to know and remember. This is a barrier to pupils knowing more and remembering more. Leaders should develop curriculum plans to clearly set out the knowledge, vocabulary, and skills that pupils are expected to learn in each subject.
- Some teachers do not check pupils' knowledge in lessons well enough. This means that teachers do not always know when pupils are stuck or need additional help. Leaders should ensure that teachers know how to check learning effectively in their subjects, so that teachers are able to give all pupils the help they need.
- The needs of some pupils with SEND are not fully met. This means that some pupils with SEND do not achieve as well as they could. Leaders should ensure that all teachers know how to successfully implement the strategies set out in pupils' individual support plans.
- Some staff do not have high enough expectations of pupils' behaviour and conduct. This means that poor behaviour is not consistently challenged. Leaders should ensure that their expectations of pupils' behaviour and conduct are commonly understood and consistently applied by all staff.

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.

- Must provide an Action Plan that includes the actions set out below with milestones to me/my team. The plan is to be provided on or before **Friday 21 July 2023**. The plan and milestones will be subject to agreement by the Regional Director/Department.
 - A clear and detailed timeline for ensuring that the curriculum is fully developed and implemented, and that it builds on prior learning. This must include planning, delivery, and use of assessment information.
 - A robust plan to ensure staff are successfully able to support pupils with individual support plans, enabling pupils with SEND to reach their full potential.
 - Evidence that there are clear and robust policies and processes in place to address poor behaviour, and that staff understand and are consistently applying them.

I will monitor progress made towards meeting the Specified Action(s). If the trust fails to meet any of the above Specified Action(s) by the specified date, I will consider whether to terminate the funding agreement in order to transfer the Academy to an alternative trust.

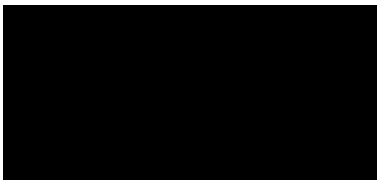
I reserve the right to amend this Termination Warning Notice to specify further action which the trust must take, and the date by which it must be completed.

The trust must respond to this Termination Warning Notice by **Friday 14 July 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 **Friday 14 July 2023**, I may issue a notice terminating the Academy's funding agreement.

I am copying this letter to Ofsted, and to Warwickshire LA. A copy of this letter will also be published on GOV.UK.

Yours sincerely



Andrew Warren
Regional Director for the West Midlands