



Department
for Education

Regional Director's Office

Eastbrook
Shaftesbury Road
Cambridge
CB2 8DR
[REDACTED]

The Members and Trustees of All Saints Academy Dunstable
Houghton Road
Dunstable
Bedfordshire
LU5 5AB

17 October 2023

Dear [REDACTED]

Termination Warning Notice to the Members and Trustees of All Saints Academy Dunstable

In accordance with sections 2A and 2D of the Academies Act 2010ⁱ any funding agreement of an academy may be terminated by the Secretary of State where special measures are required to be taken in relation to the academy or the academy requires significant improvement and the Chief Inspector of Ofsted has given notice of that under section 13(3)(a) of the Education Act 2005.

I received an Ofsted notification dated 22 March 2023 confirming that All Saints Academy Dunstable (the Academy) was judged to be inadequate and has serious weaknesses. For the reasons set out below, I now consider it necessary to issue this Termination Warning Notice. The Ofsted report published 7 July 2023 highlighted several areas of concern including that:

- The arrangements for safeguarding are not effective.
- Leaders have not developed robust systems and procedures for recording and triangulating safeguarding concerns. This means that leaders do not know if staff follow through potential issues of safeguarding as they should. Leaders must ensure thorough oversight of safeguarding processes so that staff record and follow up all safeguarding concerns promptly and appropriately.
- Teachers do not consistently check pupils' understanding, and so do not adapt what they teach to meet the needs of pupils. This means that some teaching

does not build on what pupils know and understand. Leaders should ensure that all staff are confident in checking learning so that teaching enables pupils to secure the detailed knowledge they need to achieve well across the full range of subjects that they study.

- Leaders have not created a culture of respect and positive behaviour across the school. Pupils regularly experience disruption to their learning. Pupils, parents and staff report many incidents of disrespectful behaviour, including abusive language. Leaders must ensure that staff receive the support and guidance they need to maintain consistently high expectations of pupils' behaviour and urgently establish a culture of mutual respect.
- Leaders do not have a clear understanding of the causes of pupils' poor attendance. Leaders' actions to address poor or declining attendance are ineffective. Persistent absenteeism is high, including for pupils with SEND and disadvantaged pupils. Leaders must ensure that they gather the information they need to develop effective strategies to support pupils to attend school regularly.
- Leaders' oversight of pupils attending alternative provision is weak. Leaders do not check on the safety and well-being of pupils or whether they are in receipt of an appropriate curriculum. They do not accurately record the attendance of some pupils who attend alternative provision. Leaders must put in place robust systems to ensure the safeguarding of pupils who attend alternative provision and assure themselves that the curriculum and provision are well matched to pupils' needs.
- Too many staff do not have a shared understanding of leaders' priorities. This means that leaders' initiatives do not get effectively implemented. Leaders need to ensure they work collaboratively with staff and motivate staff so that staff are confident in implementing leaders' plans to improve the school.
- Governors do not rigorously hold leaders to account. They accept assurances too easily. Governors do not check closely enough for themselves that leaders' work is improving the provision for all pupils.

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.

I do appreciate your willingness to work together to identify a suitable trust as outlined in the joint letter of support received from you and David Morton, the Director of Education for the Diocese of St Albans, on Thursday 7th September. 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.

I would be grateful for the following evidence, which I will take into account, alongside other relevant evidence, when assessing whether the Academy is making sufficient improvements:

- The post Ofsted inspection action plan relating to the Academy.
- Details of the measures put in place to improve safeguarding arrangements at the Academy.
- Information on what action is being taken to support educational improvement at the Academy and the timescales of this work.
- Details of the measures put in place to improve the governance and leadership arrangements at the Academy.
- Any additional information you consider would be helpful to me.

Please provide me with any representations the trust wishes to make by 14 November 2023.

I am copying this letter to Ofsted, Central Bedfordshire Council and the Diocese of St Albans. A copy of this letter will also be published on GOV.UK.

Yours sincerely

Jonathan Duff
Regional Director
East of England, Regions Group

CC: [REDACTED], Regional Director, East of England and East Midlands, Ofsted
[REDACTED] Director of Children's Services, Central Bedfordshire Council
[REDACTED], Director of Education, Diocese of St Albans