



Department  
for Education

Regions Group  
London Region  
Trafalgar House  
1 Bedford Park  
Croydon CR0 2AQ  
Email: [RG.London@education.gov.uk](mailto:RG.London@education.gov.uk)

**The Members and Trustees of the Rosedale Hewens Academy Trust  
Wood End Green Road  
Hayes, UB3 2SE**

Letter sent by email: [REDACTED]

20 September 2023

Dear [REDACTED]

**Termination Warning Notice to the Members and Trustees of the  
Rosedale Hewens Academy Trust in respect of Hewens College**

I notified the trust on 19<sup>th</sup> April 2023 that Hewens College (“the Academy”) is not making necessary improvements.

On 4<sup>th</sup> May 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 21st July 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 2010<sup>1</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.

On 19<sup>th</sup> July 2023 [REDACTED] (DfE delivery officer) explained next steps and outlined the department’s school improvement offer, in a meeting with the [REDACTED]. She explained that we have identified an appropriate MAT leader to support

---

<sup>1</sup> Inserted by section 14 of the Education and Adoption Act 2016

Hewens College under DfE's Trust and School Improvement Offer and [REDACTED] confirmed on 9<sup>th</sup> August the trust's acceptance of this offer. We recognise that the trust had identified the [REDACTED] as an external partner and was already working with them on behaviour prior to [REDACTED] acceptance of partnership with [REDACTED] under the TSI offer.

Hewens College became an academy on 1<sup>st</sup> August 2011. In March 2019 it was judged Requires Improvement in all areas by Ofsted. In January 2023 it was again judged Requires Improvement in all areas.

In its January 2023 inspection report, Ofsted noted that:

- Pupils do not learn a broad and ambitious curriculum in key stage 3. They do not develop a sufficiently rich body of knowledge across different subjects. Leaders must ensure the curriculum offered at key stage 3 is sufficiently ambitious to prepare pupils for their next stage of learning.
- In several subjects, leaders have not identified the key knowledge they expect pupils to learn and remember. This means pupils have gaps and misconceptions in their understanding. Leaders should ensure important concepts pupils need to learn are identified and well sequenced. This will better support pupils, including those with SEND, to learn, practise and embed ideas before applying their knowledge to more-complex concepts.
- Weaker readers do not routinely receive the help they need to read with accuracy. Leaders must ensure these pupils receive appropriate support to develop as fluent readers. This will help them to access the curriculum with greater confidence.
- In some classes disruption is tolerated, and learning is interrupted. Leaders should ensure that newly introduced behaviour systems are consistently applied.
- Older pupils have not had consistent access to careers advice and work experience. This means some pupils have not received the help needed to support their choices for the next stage of education, employment or training. Leaders should ensure that all pupils, including those with SEND, receive the advice and guidance that they need to make informed choices about their future.

I note from your representations that you have engaged Behaviour Advisor support from [REDACTED] to improve your behaviour management processes.

With regards to the other points raised by Ofsted, 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 agree to enter a partnership with a school improvement partner proposed by me or my team.** Such arrangements to be formalised within 6 weeks from issue of the TWN and informing me when this is confirmed. Implement actions identified through the partnership. Provide me with termly progress updates on the delivery of improvements identified.
- **Produce a revised and externally quality-assured improvement plan that addresses outstanding areas of concern at pace, in particular, how the trust will:**
  - i. Deliver a broad and ambitious curriculum in Key Stage 3;
  - ii. Ensure important concepts are identified and well sequenced to better support all pupils, including those with SEND, to learn, practise and embed ideas;
  - iii. Ensure all pupils receive appropriate support to develop as fluent readers;
  - iv. Ensure newly introduced behaviour systems are consistently applied;
  - v. Provide all pupils with timely careers advice and access to work experience opportunities.

This is to be shared with my team by 20<sup>th</sup> October 2023. The improvement plan must clearly set out how the trust will monitor progress at the Academy. The plan and milestones will be subject to agreement by the department.

- **Implement the agreed plan and provide reports from named external partners under the TSI offer and identified by the trust, on a half-termly basis to my team, on progress against the action plan and the impact of those actions showing clear improvements in the Academy.** The first update is to be submitted by Friday 15<sup>th</sup> December 2023 and following updates provided on or before the last day of each half term. Where there are delays or risks, the trust must explain how these are being addressed.

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 11<sup>th</sup> October 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 11<sup>th</sup> October, I may issue a notice terminating the Academy's funding agreement.

I am copying this letter to Ofsted, [REDACTED]. A copy of this letter will also be published on GOV.UK.

Yours sincerely

**Claire Burton**  
**Regional Director for the London Region**

cc: Ofsted

[REDACTED]