



Department  
for Education

**Regional Director's Office**  
Department for Education  
Eastbrook  
Shaftesbury Road  
Cambridge  
CB2 8DR  
[REDACTED]

The Members and Trustees of Gilbert Inglefield Academy Trust  
Vandyke Road,  
Leighton Buzzard,  
Bedfordshire,  
LU7 3FU

3 November 2023

Dear [REDACTED] and [REDACTED]

**Termination Warning Notice to the Members and Trustees of the Gilbert Inglefield Academy Trust in respect of Gilbert Inglefield Academy**

In accordance with sections 2A and 2D of the Academies Act 2010 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 26 September confirming that Gilbert Inglefield Academy 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 Ofsted report published 6 October highlights several areas of concern including that:

- The curriculum does not define the important knowledge that pupils should learn consistently enough. Teachers do not deliver the full curriculum consistently well. Consequently, pupils do not achieve as well as they should. Leaders should ensure that in all subjects, the curriculum is clearly defined.
- Pupils with SEND do not have their needs met effectively. Teachers do not make the adaptations needed to enable pupils with SEND to access the full curriculum. As a result, pupils with SEND do not achieve well. Leaders need to ensure that pupils with SEND have their needs accurately identified assessed and reviewed and that staff adapt learning effectively to meet to meet pupils' needs, ensuring that pupils with SEND access the full curriculum and achieve well.
- Teachers do not manage pupils' behaviour consistently or effectively. Incidents of anti-social behaviour or perceived bullying are not followed up well enough. Pupils' learning is regularly disrupted. Some pupils feel unsafe

because of the behaviour of others. Leaders need to ensure that staff have the knowledge and expertise to manage behaviour and deal with bullying consistently and well and well. They must also ensure that expectations and policies for behaviour are understood by all and applied consistently.

- Some pupils experience unacceptable discrimination from others. They do not have confidence in leaders' ability to address this, so it is not reported has become normalised. Leaders need to ensure that all staff challenge and resolve discrimination issues consistently and effectively when they occur.
- Trustees do not have an accurate view of the school's effectiveness. They have not challenged and supported leaders effectively. They have not addressed weaknesses effectively or in a timely fashion. Trustees need to ensure that they are fully informed and can hold leaders to account address areas for improvement effectively.

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 24 November 2023.

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

Yours sincerely

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██████████ **Regional Director for East of England**

CC: Ofsted, Central Bedfordshire Council