



Department
for Education

Regional Director's Office
Dame Kate Dethridge
Regional Director, South East Regions Group
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The Members and Trustees of Chatham & Clarendon Grammar School
Chatham Street
Ramsgate
Kent CT11 7PS

By email: [REDACTED]

18 October 2024

Dear Mr Waker,

Termination Warning Notice to the Members and Trustees of Chatham & Clarendon Grammar School Academy Trust in respect of Chatham & Clarendon Grammar School

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 3 July 2024 confirming that Chatham & Clarendon Grammar School was judged to require special measures. For the reasons set out below, I consider it necessary to issue this Termination Warning Notice.

The Ofsted report, published on 16 September 2024, highlights the following key areas of concern:

- There is weak oversight of safeguarding through safer recruitment procedures. The single central record is not compliant, and has not been for some years. There are gaps in the checks that should have been carried out when recruiting staff. This puts pupils at risk.
- The culture of safeguarding is not strong enough. There is not an appreciation that 'it could happen here'. This puts pupils at risk.
- The school is not aware of its statutory duties. This means that it does not know if it is acting legally, for example in respect of the Equality Act 2010.

- The school has not consulted parents about changes to the curriculum in RSHE.
- Some groups of pupils do not attend school often enough and the school has not identified this or put in place specific strategies to address it. This affects the progress that these pupils make through the planned curriculum. In the sixth form, this may also put students at risk, as it is not clear who is on which site at any time.
- The teachers' activity choices in lessons are inconsistent. In some lessons, time is not well used, and pupils complete activities that are unlikely to lead to learning. This prevents pupils from making as much progress as they could.

As Regional Director, I need to be satisfied that the trust has capacity to deliver rapid and sustainable improvement at Chatham & Clarendon Grammar School. 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. This information should include, but is not limited to:

- Information on the immediate and appropriate support that is being provided to Chatham & Clarendon Grammar School to address the issues raised by the Ofsted report, in particular the school's Post Ofsted Action Plan.
- An action plan to address the concerns which are listed above, that provides evidence that the Trust is adhering to regulations and statutory guidance; Keeping children safe in education (KCSIE) and Working together (WT) to safeguard children, and that these are effectively implemented at Chatham & Clarendon Grammar School.
- Details of plans to strengthen leadership and governance oversight of the Academy at trust level.

Please provide me with any representations the trust wish to make by 15 November 2024. This deadline takes account of half term.

We are mindful of creating unnecessary pressures on school leaders and staff, and as such we would ask the trust to ensure that the appropriate provision is in place to support the school workforce.

I am copying this letter to Ofsted and Kent County Council.

A copy of this letter will also be published on GOV.UK.



Dame Kate Dethridge
Regional Director, South East Regions Group

CC: Matthew Purves, Regional Director, South East, Ofsted
Sarah Hammond, Director for Children, Young People and Education
Christine McInnes, Director of Education, Kent County Council