



Department
for Education

Dame Kate Dethridge
Office of the Regional Director
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The Members and Trustees of Sandwich Technology School
Sandwich Technology School
Deal Road, Sandwich
Kent
CT13 0FA

7 November 2024

Dear Ms Starr,

Termination Warning Notice to the Members and Trustees of Sandwich Technology School (Trust) in respect of Sandwich Technology School.

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 27 August 2024 confirming that Sandwich Technology School was judged to require special measures. For the reasons set out below, I now consider it necessary to issue this Termination Warning Notice.

The inspection has identified the following concerns:

- Rates of absence and in-school truancy are too high. Systems are not responsive enough to reliably establish absent pupils' whereabouts and obtain assurances about their safety. A significant number of pupils regularly miss school, which adversely affects their education, including missing out on important personal development opportunities. The school should ensure that a coherent strategy is put in place that urgently improves attendance and tackles truancy successfully.

- Pupils are not confident that if they reported bullying, staff would deal with it effectively. As a result, a significant minority of pupils do not feel safe. The school should ensure that an effective and consistent approach to tackling bullying is established quickly so that pupils' concerns are taken seriously and dealt with in a timely fashion
- A significant minority of pupils show a lack of respect for adults and other pupils. They have negative attitudes to school and do not see the value of good conduct and good behaviour. The resulting poor behaviour has a negative impact on the experiences of other pupils in the school. The school should assert firm expectations and implement a clear and consistent approach to managing behaviour so that pupils and staff are reassured that the school is a safe place to study and work.
- Disruption to lessons is common and not dealt with well enough. This leads to learning being interrupted. The school must take the necessary actions to ensure that standards of behaviour in lessons improve so that pupils can focus on their learning. Inspection report: Sandwich Technology School 15 and 16 May 2024 5 learning.
- The school has not ensured that a strong safeguarding culture and effective safeguarding arrangements are in place. Consequently, pupils who are at risk of potential harm do not always get the support they need. The school must ensure that safeguarding arrangements are fit for purpose and support staff in establishing a strong culture of safeguarding which promotes pupils' well-being successfully
- The implementation of the curriculum is too variable. As a result, pupils do not achieve well enough. Leaders should continue to develop staff knowledge and skills, including the use of assessment so that the curriculum is delivered more consistently well and pupils' outcomes improve as a result.
- Pupils' experience of the personal development programme is variable. As a result, pupils' understanding of British values, protected characteristics and different faiths and cultures is weak. Leaders must review and develop their personal development programme to ensure that all pupils are supported to develop the knowledge and skills they will need for life in modern Britain.
- Trustees do not have an accurate view of the school's effectiveness. This means they do not challenge and support leaders effectively, and so weaknesses have not been addressed in a timely fashion. Trustees need to ensure that they are fully informed of the school's strengths and development priorities so that they can hold leaders accountable and ensure they address areas for improvement effectively
- Leaders have not addressed the school's weaknesses effectively or checked the impact of their actions. As a result, they do not know whether they are bringing about the necessary improvements. The school should ensure that effective processes are in place to identify and address relative weaknesses and to evaluate the impact of their actions

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 wishes to make in response to this Termination Warning Notice. I also request that the trust provide the following:

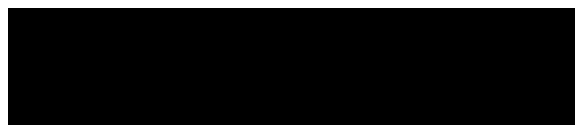
- Information on the immediate and appropriate support that is being provided to Sandwich Technology School to address the issues raised by the Ofsted report, in particular the school's Post Ofsted Action Plan.
- Details of the current governance and leadership arrangements, including the most recent skills audit conducted by the trust board.
- An evaluation of the role of trustees in ensuring the accountability of the principal and the academy team in general.
- Assurances on the trust's long-term safeguarding plan

Please provide me with any representations the trust wishes to make by 28 November 2024.

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.

Yours sincerely



Dame Kate Dethridge
Regional Director, South East Regions Group

CC: Mathew Purves, South East Regional Director, Ofsted.
Sarah Hammond, DCS, Kent County Council.
Christine McInnes, Director of Education, Kent County Council.

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