



Department
for Education

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The Members and Trustees of Nene Education Trust
Nene Education Trust
Waterside House
Station Road
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7 November 2024

Dear Ms Weedon

Termination Warning Notice to the Members and Trustees of the Nene Education Trust in respect of Manor 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 25 September 2024 confirming that Manor School was judged to require significant improvement. We met, along with Christopher Hill CEO of Nene Education Trust, on 8 October to discuss the Ofsted outcome and the Trust's capacity to support the Manor School in both the short term and longer term. At the Meeting I explained that I would issue a Termination Warning Notice (TWN). I consider it necessary to issue this Termination Warning Notice (TWN) for the reasons set out below. The Ofsted report, following inspection, highlighted the following areas as requiring improvement:

- The school's delivery of the intended curriculum is of poor quality. It does not support pupils to gain knowledge and skills securely. This is reflected in pupils' work and their performance in external examinations at key stages 4 and 5. The school needs to ensure that pupils benefit from a well-planned and well implemented curriculum and that they gain the knowledge and qualifications to be successful in their next stages of education and future careers.

- Pupils with SEND do not benefit from a high-quality education because expectations for these pupils are too low. Staff do not receive accurate information, or have the expertise, to effectively adapt the curriculum to meet the needs of pupils with SEND. Therefore, these pupils are not reaching their potential. The school needs to ensure that expectations are raised, and that staff adapt teaching approaches so that pupils with SEND benefit from the curriculum and achieve well.
- The school does not have systems in place to identify gaps in pupils' reading knowledge. As a result, pupils who need more help with reading, including those with SEND, do not receive the support they need to access the curriculum. The school should ensure that it has an accurate understanding of pupils' reading needs. It should ensure that all pupils can access reading material across the curriculum through appropriate adaptations.
- The school has not made appropriate and robust checks on the alternative provision used to support the needs of a small number of pupils. Routines are not in place to measure the impact of the provision or monitor the attendance of these pupils. As a result, these pupils do not benefit from a high-quality education. The school needs to ensure that secure systems are in place to ensure any alternative provision used meets the needs of pupils. It should ensure pupils attend well and benefit from an appropriate curriculum.
- The school has introduced new systems to improve attendance, behaviour and the number of pupil suspensions. Although these new systems are starting to have some positive impact, they are still in their infancy. This results in these pupils missing too much of their learning. Pupils with SEND and those that are disadvantaged are disproportionately represented in these figures. The school must fully implement its systems to improve behaviour and reduce the rates of poor attendance and suspensions so that all pupils benefit from the school's curriculum.

As we discussed when we met, as Regional Director, I need to be satisfied that the trust has the 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 and 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 **Monday 25 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 North Northamptonshire County Council. A copy of this letter will also be published on GOV.UK.

Yours sincerely

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Carol Gray
Regional Director for East Midlands

CC: Mike Sheridan, Ofsted Regional Director East of England and East Midlands
and Charisse Monero, DCS for North Northamptonshire County Council.