



Department
for Education

Regional Director's Office

Regions Group
East Midlands Level 7,
St Paul's Place
125 Norfolk Street
Sheffield
S1 2FJ

The Members and Trustees of Harbour Learning Trust
Low Road
Healing
Grimsby
DN41 7QD

9 July 2025

Dear Mr Cherry

Termination Warning Notice to the Members and Trustees of Harbour Learning Trust in respect of St Giles Academy

In accordance with clauses 5.F to 5.H of the funding agreement for St Giles Academy ("the Academy") the Secretary of State may terminate the funding agreement if the Chief Inspector gives notice to the Academy Trust that special measures are required to be taken in relation to the Academy or the Academy requires significant improvement.

I received an Ofsted notification dated 17 June 2025 confirming that St Giles Academy was judged to require special measures. For the reasons set out below, I now consider it necessary to issue this Termination Warning Notice. The Ofsted report, published on 24 June 2025, highlighted the following areas for improvement:

- The school's curriculum is poorly designed. In most subjects, it has little structure. The school has not identified what pupils need to learn and when they need to learn it. As a result, pupils do not acquire the knowledge and skills they need, leading to weak achievement.
- The school does not ensure that pupils' learning is assessed effectively in most subjects. It does not check that pupils have a secure understanding of the essential knowledge or address pupils' errors. Consequently, pupils have gaps in their learning. They struggle to recall important curriculum content securely. Pupils repeat fundamental errors in their work.
- The school's provision for pupils with SEND is weak. Expectations of pupils with SEND are set too low. Staff do not provide the necessary support for pupils with SEND, resulting in weak attainment and progress.
- The school is not taking effective steps to improve outcomes for disadvantaged pupils. These pupils do not receive the support they require to close gaps in their learning. Their attainment at the end of key stage 2 is low and shows no signs of improvement.

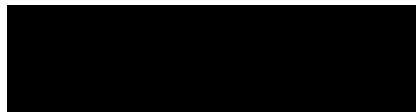
- The school's expectations of pupils' behaviour are too low. The school's approach and systems are not adequate to secure good behaviour from pupils. The school does not support staff well enough in managing behaviour. Consequently, too many pupils behave poorly, which disrupts learning and prevents others from having positive experiences of school.
- The school does not follow its own attendance policy consistently. It does not identify and resolve the reasons for pupils' poor attendance well enough. Too many pupils miss significant learning time. Absence and persistent absence remain high.
- The school's strategic planning does not address the school's weaknesses sufficiently. Over time, the trust has not resolved the extensive problems in the quality of education or pupils' behaviour and attitudes with the necessary rigour. Therefore, essential improvements have not taken place and many efforts to bring about change have yielded little progress.
- There has been significant turbulence in leadership since the last inspection. During this time, leaders at the school and the trust, including those responsible for governance, have not taken effective action to bring about the widespread improvements that are needed.

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 11 September 2025. This deadline has been extended to take account of the school holiday.

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, the trust CEO, and Lincolnshire County Council. A copy of this letter will also be published on GOV.UK.

Yours sincerely



Carol Gray
Regional Director for East Midlands

CC: Richard Briggs, Chief Executive Officer, Harbour Learning Trust
Mike Sheridan, Ofsted Regional Director East of England and East Midlands
Heather Sandy, Director of Children's Services, Lincolnshire County Council