



Department
for Education

Regional Director's Office
Regions Group South East

The Members and Trustees of The Kemnal Academies Trust

The Atkins Centre
Kemnal Technology College
Sevenoaks Way
Sidcup
Kent, DA14 5AA

By email only: Gaenor Bagley ([REDACTED])

8th July 2025

Dear Gaenor Bagley,

Termination Warning Notice to the Members and Trustees of The Kemnal Academies Trust in respect of Havant Academy

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 22 April 2025 confirming that Havant 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 29 April 2025 highlights the following areas for improvement:

- The school has failed to act swiftly enough to make the necessary improvements to maintain good standards. The school's actions lack impact and have not secured rapid and sustainable improvements, particularly to the quality of education. Additionally, those responsible for governance have not held the school to account well enough. The school must implement the necessary improvements and those responsible for governance should hold the school to account stringently.

- The school does not ensure that staff apply the school's safeguarding policies and practices securely and consistently. Consequently, pupils are potentially put at risk due to the school not having a clear picture of what actions have taken place or how issues have been addressed. The school must ensure that staff consistently use safeguarding policies effectively and that this practice is checked robustly.
- Too many disadvantaged pupils, including pupils with SEND, miss school through poor attendance or suspensions that have not been used effectively to help improve pupils' behaviour. This means that a significant proportion of disadvantaged pupils miss vital learning and risk falling further behind. The school should take action to improve attendance, decrease persistent absence and reduce the rate of suspensions, particularly for disadvantaged pupils.
- Frequent disruptions to learning are not addressed effectively or consistently by staff. This means that pupils' learning is disturbed too frequently, and sometimes poor behaviour remains unaddressed. The school should ensure that staff apply and use the behaviour management policy consistently and address poor behaviour effectively.
- The school's checks on pupils' learning do not provide sufficient insight into how well pupils understand and remember vital information and skills. As a result, gaps in knowledge or misconceptions often go unaddressed and pupils do not achieve as well as they should. The school should ensure that teachers accurately identify these gaps and misconceptions in pupils' knowledge and address them in their subsequent teaching.
- The school has not embedded secure systems and processes successfully to help pupils who are at the earlier stages of learning to read to improve their skills. This means that many pupils struggle to access the curriculum and achieve as well as they should. The school needs to ensure that pupils who are at the earlier stages of learning to read receive appropriate support to catch up quickly.
- The school does not adapt teaching effectively to meet the needs of pupils with SEND. Consequently, pupils with SEND do not receive consistent support to build knowledge and skills, and they do not attain the qualifications needed to progress to the next stages of education, training, or employment. The school should ensure that pupils consistently achieve high standards and that teachers know how to meet the needs of pupils with SEND effectively.

The report concluded the quality of education, behaviour and attitudes and leadership and management were all "Inadequate", while personal development was judged as "Requires Improvement."

Havant Academy has been a member of The Kennal Academies Trust since 1 April 2012, having joined as a sponsored academy. A monitoring inspection conducted in June 2012 concluded that *"the academy has made satisfactory progress towards raising standards."*

The first full inspection under the trust took place in July 2013, during which the academy was judged to be “Inadequate” in all categories. Subsequent monitoring visits noted signs of improvement, with the February 2015 visit reporting that *“the academy is making reasonable progress towards the removal of special measures.”*

In June 2015, a full inspection rated the academy as “Good” across all areas. This judgement was upheld in a short inspection in January 2019, which confirmed that *“the school continues to be good.”*

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. I also request that you provide:

- Information on the immediate and appropriate support that is being provided to Havant Academy to address the issues raised by the Ofsted report dated 4 February 2025, in particular the school’s post Ofsted Action Plan.
- Any additional information you may have which you consider would assist me further.

Please provide me with any representations the trust wishes to make by **29th July 2025**.

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 the Director of Children’s Services, Hampshire County Council. A copy of this letter will also be published on GOV.UK.

Yours sincerely



Dame Kate Dethridge
Regional Director, Regions Group South East

CC: Matthew Purves, Regional Director, South East, Ofsted
Dr Karen Roberts, CEO The Kemnal Academies Trust
Stuart Ashley, Director of Children’s Services, Hampshire County Council

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