



Department  
for Education

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The Members and Trustees of T.E.A.M Education Trust  
Stubbin Wood School  
Common Lane  
Shirebrook  
Mansfield  
NG20 8QF

By email only: [REDACTED]

5 November 2025

Dear Mr Lowe,

**Termination Warning Notice to the Members and Trustees of the T.E.A.M Education Trust in respect of Stubbin Wood School.**

In accordance with clauses 5.F to 5.H of the funding agreement for Stubbin Wood School ("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 10 October 2025, confirming that Stubbin Wood 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 Ofsted report published on 17 October 2025 highlights the following areas for improvement:

- "There are significant weaknesses in the school's safeguarding practices. This places pupils at potential risk of harm. The school must act urgently to prioritise the safety and well-being of all pupils and staff. It must ensure that there are sufficiently well-trained staff, up-to-date and accurate risk assessments, robust safer recruitment processes and effective recording of physical intervention.
- From the Reception Year to the sixth form, pupils often experience a curriculum offer that is poorly conceived, disjointed and lacks purpose. The school does not check systematically how well pupils learn and where they have gaps in their knowledge. As a result, the provision is failing to meet their needs fully. The school needs to ensure that the curriculum, including the sixth-form programme of study, is designed precisely and resourced sufficiently so that it meets the full range of pupils' needs and prepares them well for adulthood.

- The school's approach to teaching early reading is inconsistent. This means some pupils do not get better quickly enough at learning to read. This limits their ability to access other areas of the curriculum. The school needs to ensure that staff have the skills and expertise necessary to ensure that those pupils who are able, learn to read well.
- A minority of pupils in the school display challenging behaviours. When these pupils become distressed, some staff are not confident in managing this. The school needs to ensure that it provides appropriate support so that all staff feel confident to help pupils regulate their emotions and feelings.
- The school does not meet the requirements of the provider access legislation. This means that pupils, including students in the sixth form, are not prepared well enough for their next steps. The school must ensure that it develops a comprehensive careers education offer so that all the requirements of the provider access legislation are met.
- The school's systems to quality assure and evaluate the provision lack rigour. As a result, leaders do not have a secure understanding of what is working and what needs to improve. The school needs to ensure that leaders' actions to improve the school are informed by robust monitoring and tracking systems to check on the quality of the provision.
- Many staff and parents are concerned that their views about the school are not listened to or acted on. This affects staff's morale and parents' confidence in the provision that their children receive. The school needs to promote a culture that allows the views of all stakeholders to be expressed freely, listened to respectfully and responded to appropriately.
- Senior leaders and those responsible for governance lack the capacity required to swiftly resolve the ongoing and extensive issues that are affecting the school. This has led to a decline in the quality of education and care that pupils receive. The school should ensure that there is leadership capacity at all levels so that the necessary improvements are rapid and sustained."

I acknowledge the engagement from you and your interim CEO Matt Morris since the inspection, as well as the information provided regarding initial actions taken to address some of the immediate safeguarding concerns. However, I remain concerned about T.E.A.M Education Trust's capacity to deliver the urgent and substantial improvements required at Stubbin Wood School. These concerns are heightened by the broader context in which the trust is operating and the wider set of challenges it is facing. This includes schools with complex capital build projects and schools facing quality of education challenges; with 3 of the trust's other schools rated as requires improvement.

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.

Alongside any representations you share, I would be grateful for the following evidence, which I will take into account when assessing whether the Academy, and all its satellite sites, is making sufficient improvements:

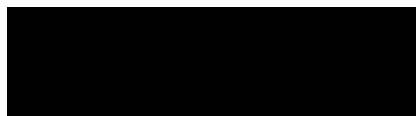
- A copy of the post-Ofsted Action Plan;
- Information on what action is being taken to support educational improvement at the academy and the timescales for this work;
- Details of current governance and leadership arrangements, including clarity on lines of support, delegation and accountability;
- An action plan to address the safeguarding concerns outlined by Ofsted, that provides evidence that the trust is adhering to regulations and statutory guidance; [Keeping children safe in education](#) and [Working together to safeguard children](#), and that these are effectively implemented at Stubbin Wood School.

Please provide me with any representations the trust wishes to make by 26 November 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, Derbyshire County Council and Nottinghamshire County Council. A copy of this letter will also be published on GOV.UK.

Yours sincerely



**Carol Gray**  
**Regional Director for East Midlands**

CC:

Mike Sheridan, Ofsted Regional Director East of England and East Midlands Ofsted

Matt Morris, Interim CEO of T.E.A.M Education Trust

Alison Noble, Director of Children's Services at Derbyshire County Council

Anne Coyle, Director of Children's Services at Nottinghamshire County Council