



Department  
for Education

Regional Director's Office  
London Region  
Trafalgar House  
1 Bedford Park  
Croydon  
CR0 2AQ

The Members and Trustees of Orchard Hill College Academy Trust  
Cophall House  
Grove Road  
Sutton  
SM1 1DA

By post & e-mail

19 March 2026

Dear Mr Leclercq

**Termination Warning Notice to the Members and Trustees of the Orchard Hill College Academy Trust (“the Trust) in respect of The Skills Hub (“the Academy”)**

In accordance with clauses 5.F to 5.H of the funding agreement for the Academy the Secretary of State may terminate the funding agreement if the Chief Inspector gives notice to the 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 24 February 2026 confirming that the 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 5 March 2026 highlighted the following areas of concern at the Academy under ‘Next Steps’:

- Leaders must ensure that they secure a strong open culture of safeguarding. Leaders and those responsible for governance must ensure that they maintain an accurate oversight of safeguarding processes and policies.
- Leaders should ensure they understand the specific barriers pupils have to regular attendance. They must use this information to develop strategies to support pupils, particularly vulnerable pupils, attend school regularly, and monitor the impact of interventions.

- Leaders should ensure that pupils and staff understand how to meet their high expectations in relation to behaviour and conduct. Leaders must ensure that staff have the knowledge and expertise to consistently implement the school's policies to manage behaviour.
- Leaders and those responsible for governance should ensure that leaders at all levels have the capacity to identify, tackle and monitor the weaknesses in the school, so that these are addressed with consistency and pace.
- Leaders should ensure that teachers have the subject-specific knowledge and expertise needed to teach the curriculum as expected. Leaders must ensure that teachers have the knowledge to adapt teaching so all pupils, including those with special educational needs and/or disabilities, can learn the intended content.
- Leaders should ensure that relationships and sex education is taught in line with statutory guidance through a well-planned and coherent curriculum that all pupils can access.

As set out in the [Support and Intervention in Schools guidance](#), there is a presumption that academies found by Ofsted to require special measures will receive structural intervention, which means they will be transferred to an alternative academy trust. This presumption may be set aside in exceptional circumstances.

Exceptional circumstances may apply, for example, if I am satisfied that the Trust has demonstrated, through its representations and/or other evidence, that there has been an exceptional improvement or change in leadership capacity at both trust and school levels since or shortly before inspection, which already shows impact, and therefore the Trust is now demonstrating that it has the capacity to deliver rapid and sustainable improvement at the Academy.

If I am not satisfied that exceptional circumstances apply, I will, in accordance with the Department's policy, consider terminating the Academy's 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.

Thank you for your response to our letter dated 28 January 2026 about the safeguarding arrangements at the Academy. If the Trust wish to make written representations in response to this Termination Warning Notice, I invite further information on the Trust's long-term plans to ensure improvements to safeguarding arrangements are implemented

Please provide me with any representations the Trust wish to make by **23 April 2026**.

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 Academy's workforce.

I am copying this letter to Ofsted, the Trust's CEO and the DCS at Hillingdon London Borough Council. A copy of this letter will also be published on GOV.UK.

Yours sincerely



**Alan Parnum**  
**Interim Regional Director for London**

CC: Ofsted, Ian Valvona, Julie Kelly