Department for Education

Regional Directors Office

Bishopsgate House
Feethams
Darlington
DL1 5QE

Email: RG.YH@education.gov.uk

The Members and Trustees of Ethos Academy Trust
Field Hill Centre,
Batley Field Hill,
Batley.
WF17 0BQ.

By email only: [redacted]

Date: 15 October 2026

Dear Mr Nolan,

Termination Warning Notice to the Members and Trustees of Ethos Academy Trust ("the Trust") in respect of Enrich Academy ("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 22 September 2026 confirming that the Academy was judged to require significant improvement. Where an academy has been judged to require significant improvement there is a policy presumption in favour of issuing the academy trust with a Termination Warning Notice.

The Ofsted report published on 30 September 2026 highlights the following areas for improvement:

- Leaders must ensure that they tackle pupils' barriers to attending school regularly to enable pupils' attendance rates to increase significantly.
- Leaders must continue to improve the curriculum to ensure that pupils secure the important knowledge and skills that they need to be well prepared for their next stages in education, training or employment.
- Leaders should ensure that staff implement the school's behaviour expectations, policy and procedures with consistency.
- Leaders should make sure that pupils receive the right support to quickly improve their basic skills in reading, mathematics and handwriting.

- Leaders should ensure that they quickly and precisely identify pupils' additional needs or other barriers to learning so that staff can make effective adaptations to the curriculum and how they teach it.

As set out in Support and intervention in schools, there is a presumption that academies that require significant improvement will receive Regional Improvement for Standards and Excellence (RISE) intervention, delivering a bespoke package of challenge and support to target areas of weakness identified in Ofsted report cards, rather than being transferred to an alternative trust. This presumption may be set aside in exceptional circumstances in which case I will 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 enter the Academy into RISE or terminate the Academy's funding agreement, I will consider any written representations the Trust wish to make in response to this Termination Warning Notice. As part of the Trust's representations, please include information on how the Trust is mobilising its resources to support the improvements needed and to ensure sustainable action against the areas for improvement noted above.

Please provide me with any representations the Trust wish to make by 06 November 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 Wakefield Metropolitan District Council. A copy of this letter will also be published on GOV.UK.

Yours sincerely

[redacted]

Alison Wilson OBE

Regional Director for Yorkshire and the Humber

CC:
Ofsted
Matthew Knox – Interim CEO, Ethos Academy Trust
Vicky Schofield – Corporate Director, Children and Young People, Wakefield Metropolitan District Council