



Department
for Education

Department for Education
Eastbrook House
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The Directors of City Academy Norwich
Ipswich Road
Norwich
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16th October 2015

Dear Directors

Warning notice to the Directors of City Academy Norwich in relation to City Academy Norwich

Lord Nash wrote to you in October 2013 setting out our concerns that the standards of performance in City Academy Norwich were unacceptably low. In that letter he indicated that the Secretary of State would consider issuing a warning notice under Article 51 of the City Academy Norwich's Articles of Association ("the Articles") if these concerns were not addressed.

Article 51 of the Articles, gives the Secretary of State power to issue a warning notice to the Governors of City Academy Norwich where she is satisfied that the standards of performance at the Academy are unacceptably low, and are likely to remain so unless the Secretary of State exercises her powers under Article 53 to appoint Additional Governors.

Subsequently I wrote to the Directors of Transforming Education in Norfolk, in September 2014, to issue a formal warning notice in relation to City Academy Norwich.

Despite this and the subsequent actions you took in relation to the academy, including the appointment of a new Principal, the Secretary of State and I are satisfied that standards of performance at the Academy, which includes the attainment of pupils, are unacceptably low and are likely to remain so unless the Secretary of State exercises her powers to intervene under the Articles.

The Secretary of State is satisfied that the standards of performance of pupils at the Academy are unacceptably low because:

1. Provisional self-reported data for 2015 shows that attainment for pupils remains below the minimum floor standard and have shown no improvement on the previous year, with just 29% of pupils achieving a 5+ A*-C GCSE (or equivalent) including English and maths in 2015, as against your predicted attainment target of 40%, which you assured us you would meet.
2. 
3. The previous Warning Notice set out several remedies required in order to comply with the Warning Notice. These included:
 - a. Ensure that attainment for the summer of 2015 is on track to meet or exceed the government's floor targets of at least 40% attaining 5 or more GCSEs at A*-C, including English and mathematics;
 - b. Ensure that all pupils make, or are rapidly moving towards making or exceeding the expected levels of progress from Key Stage 2 to 4, in English, mathematics and other EBacc subjects.

Neither of these requirements were met.

4. A recent visit to the academy exposed serious weaknesses in the assessment and marking of pupils work and in providing feedback on what is required to improve. Many instances of unmarked work were seen and teachers are not implementing the academy's policies for school improvement.

Terms of the warning notice

Pursuant to Article 52(b), the actions which we require the Company to take, in relation to the Academy, to remedy the matters are:

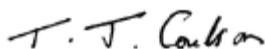
1. Ensure data and reports are accurate; the trust checking the validity of data and information provided.
2. The trust should review pupil progress data each half term for all year groups. The trust should check interventions are provided for any individual or group who are not going to make expected progress.
3. Within the next two weeks ensure the leadership of the Academy has finished establishing the quality of all teachers, in order to tailor and implement a programme of differentiated support.
4. Ensure that all leaders take responsibility for the standard of work of their teams. All teachers should be promoting high expectations of learners through areas such as the quality of lesson deliver, marking, assessment

and feedback, expectations of presentation and appropriate challenge for pupils of different abilities.

5. Ensure that attainment for the summer of 2016 is on track to meet or exceed the government's floor targets of at least 40% attaining 5 or more GCSEs at A*-C, including English and mathematics;
6. Ensure that all pupils make, or are rapidly moving towards making or exceeding the expected levels of progress from Key Stage 2 to 4, in English, mathematics and other EBacc subjects.

Pursuant to Article 52(c), the Company must have implemented the necessary strategies to my satisfaction by 01 December 2015. My representatives will assess the implementation of these strategies and the impact and likely impact of these after this time.

Should the Company fail to comply, or secure compliance, with this warning notice to my satisfaction within the compliance period, the Secretary of State shall consider exercising her powers under Article 53 to appoint such Additional Directors (as defined in the Articles) to the Company as she thinks fit.



Tim Coulson
**Regional Schools Commissioner,
East of England and North East London**