



Department  
for Education

**Department for Education**  
Eastbrook  
Shaftesbury Road  
Cambridge  
CB2 8DR  
RG.EOE@education.gov.uk

The Members and Trustees of The Active Learning Trust  
Littleport & East Cambs Academy  
Camel Road  
Littleport, Ely  
Cambridgeshire  
CB6 1EW

21 October 2022

Dear 

**Termination Warning Notice to the Members and Trustees of The Active Learning Trust in respect of Burrowmoor Primary School**

In accordance with sections 2A and 2D of the Academies Act 2010 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 20 September 2022 confirming that Burrowmoor Primary School was judged to be inadequate and requires special measures. For the reasons set out below, I now consider it necessary to issue this Termination Warning Notice.

- Appropriate safeguarding processes are not in place. Consequently, not all concerns are followed up appropriately. Leaders must ensure that there is a robust and rigorous system for checking that incidents are followed up and necessary referrals are made in the appropriate way. Leaders must ensure that all staff are trained so they understand their safeguarding responsibilities
- The curriculum has not been well thought through to ensure that pupils from early years to Year 6 are ready for the next stage of their learning. As a result, pupils do not know and remember more over time. Leaders must fully review the curriculum and act on their findings to ensure it clearly sets out the expectations for each year group. Leaders must ensure that all staff are trained to implement the curriculum as leaders intend

- The reading curriculum is inconsistently planned and delivered. As a result, too many pupils across the school cannot read well enough. Leaders must develop and implement a reading curriculum that builds from early years to ensure that pupils are ready for key stage 2. Leaders must then ensure that all staff working with pupils at an early stage of reading have the expertise to best support them. Leaders must monitor the new reading curriculum to check that it is having the impact leaders intend
- A significant number of pupils with SEND are not having their needs identified or being given targets that are specific enough. Leaders must make sure that staff are trained to correctly identify pupils with SEND and then are able to carry out the review process. Leaders must then monitor the provision for pupils with SEND to ensure that pupils achieve well
- The behaviour policy is not being applied consistently. Over time, learning is being disrupted by pupils displaying challenging, disruptive and abusive behaviours. Leaders must implement and monitor a behaviour management approach that is clear and understood by pupils and staff. Leaders must ensure that staff have appropriate training to be able to consistently implement the approach to improve pupils' behaviour
- The current curriculum content is not teaching pupils to understand mutual respect and tolerance. Therefore, derogatory language is being commonly used by pupils. Leaders must revise and monitor the personal, social and health education (PSHE) curriculum to ensure that pupils are taught about and understand differences. Leaders must ensure that all staff are trained to understand that a culture allowing homophobic and sexualised behaviour is not acceptable
- Improvements to the curriculum and behaviour have not been rapid enough. Consequently, pupils are not receiving an adequate quality of education. Additional capacity in leadership must urgently be sought to bring about the necessary improvements to effect immediate change across the school

I am concerned that the trust has now received inadequate judgements for three of the schools it is responsible for and that it also has three schools with RI judgements. Whilst Kingsfield Primary Academy has since been judged to be good in June 2022, I remain concerned.

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 would be grateful for the following evidence, which I will take into account, alongside other relevant evidence, when assessing whether the Academy is making sufficient improvements:

- The Post Ofsted Action Plan
- Information on the action being taken to improve the curriculum and the timescales of this work
- Information on your plans to ensure that the arrangements for safeguarding are effective and the timescales of this work
- Any additional information you consider would be helpful to me

Please provide me with the evidence requested and any further representations the trust wish to make by 18 November 2022 (15 working days taking into account the autumn half term).

I am copying this letter to Ofsted, and the Director of Children's Services at Cambridgeshire County Council. This letter will be published on [www.gov.uk](http://www.gov.uk) .

Yours sincerely



**Regional Director, East of England Regions Group**

CC: [Redacted] Director of Children's Services, Cambridgeshire County Council