



Department
for Education

**Regional Director for the West Midlands
Regions Group**
Department for Education
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Fairfax Multi Academy Trust
Fairfax Road
Sutton Coldfield
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11 September 2023

Dear [REDACTED]

Termination Warning Notice to the Members and Trustees of Fairfax Multi Academy Trust in respect of Bournville School

I notified the trust on 6 October 2022 that Bournville School (“the Academy”) is not making necessary improvements.¹ On 28 February 2023, I invited the trust’s representations in response to the notification letter, which the trust provided. I have applied the principles set out in the published document, [Regional Directors decision making: 2022](#) and considered the Academy’s circumstances in line with the criteria set out in chapter 4 of the [Schools Causing Concern guidance](#).

I refer to my letter on 6 June 2023. As stated in that letter, as Regional Director I must be confident, based on the information available and evidence provided, that the trust can deliver rapid and sustained improvements at the Academy. Currently I am not satisfied this is the case. I therefore intend to issue a Termination Warning Notice.

In accordance with sections 2B and 2D of the Academies Act 2010², any funding agreement of an academy may be terminated by the Secretary of State where paragraphs (2), (3), (4) or (5) of regulation 4 of the Coasting Schools (England) Regulations 2022 applies to the academy and the Secretary of State has notified the Academy Trust.

Bournville School has been part of Fairfax Multi Academy Trust (FMAT) since November 2014. Bournville has received two recent full Ofsted Inspections, in October 2017 and November 2021, with a further monitoring visit in September 2022.

The monitoring visit noted leaders had made progress to improve the school,

¹ The term “not making necessary improvements” is used in the Schools Causing Concern guidance (October 2022 update). A reference in that guidance, and in this letter, to schools “not making necessary improvements” should be read as meaning that such schools meet the statutory definition of ‘coasting’, contained in regulation 4 of the Coasting Schools (England) Regulations 2022.

² Inserted by section 14 of the Education and Adoption Act 2016



but there is further work required for the school to be judged good by Ofsted. Since the previous inspection, additional capacity has been introduced to the leadership team. Bournville and FMAT have begun to address the variability that exists in the way that the curriculum is implemented. You have introduced consistent lesson structures and all teachers are now using these to design lessons to support pupils' learning. In some subjects, leaders have identified the important knowledge that pupils need to gain, and this is sequenced well. However, this is not evident in all subjects or in all key stages of the curriculum. Leaders have spent time developing lesson structures, but less on helping teachers to build their understanding of how to teach their subject well. There is therefore still variability in how well important information is taught. Leaders have not always made sure that assessment is sufficiently focused on what pupils need to know to help them to build their learning over time. This means that teachers are not able to take swift action to rectify gaps in pupils' learning.

For this reason, I require the trust to take the specified actions below.

The following actions ("the Specified Actions") must be taken by the stated timescales or the Secretary of State may issue a notice terminating the Academy's funding agreement pursuant to sections 2B and 2D of the Academies Act 2010.

- FMAT must provide a Post Ofsted Action Plan with clear milestones for improvement. The plan is to be provided by autumn half term 2023. The plan and milestones will be subject to agreement by the Regional Director. The Post Ofsted Action Plan should include detail of:
 - How the school will ensure that in all subjects, leaders have identified the component knowledge that pupils need to know to build their learning well over time.
 - How the trust will further support teachers' subject pedagogy through a systematic approach to subject specific professional development.
- Implement the agreed plan and provide termly updates on the actions and milestones within the plan (or other information as requested) and where there are delays or risks, how these are being addressed. The first termly update is to be provided by Friday 22 December 2023.
- Must agree to enter a partnership with a school improvement partner proposed by me or my team. Such arrangements are to be formalised by autumn half term 2023 and FMAT must inform me when this is confirmed. FMAT must implement actions identified through the partnership and provide me with termly progress updates on the delivery of improvements identified.

I will monitor progress made towards meeting the Specified Actions. If the trust fails to meet any of the above Specified Actions by the specified date, I



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will consider whether to terminate the funding agreement in order to transfer the Academy to an alternative trust.

I reserve the right to amend this Termination Warning Notice to specify further action which the trust must take, and the date by which it must be completed.

The trust must respond to this Termination Warning Notice by 2 October 2023, making any representations the trust wishes to make in response to this Termination Warning Notice and the above Specified Actions, or providing confirmation that the trust intends to comply with the above Specified Actions by the specified dates.

If the trust fails to respond to this Termination Warning Notice by 2 October 2023, I may issue a notice terminating the Academy's funding agreement.

I am copying this letter to Ofsted and Birmingham Local Authority. A copy of this letter will also be published on GOV.UK.

Yours sincerely

Andrew Warren
Regional Director for West Midlands Region

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Birmingham LA -