



Department
for Education

Regional Director's Office
Department for Education
Eastbrook
Shaftesbury Road
Cambrge
CB2 8DR

The Members and Trustees of Cam Academy Trust
The Cam Academy Trust
Comberton Village College
West Street
Comberton
Cambridge
CB23 7DU

15 November 2023

Dear [REDACTED]

Termination Warning Notice to the Members and Trustees of the Cam Academy Trust in respect of Melbourn Village College

In accordance with clauses 5.F to 5H of the mainstream SFA of the funding agreement for Melbourn Village College ("the Academy"), the Secretary of State may terminate the funding agreement if the Chief Inspector gives notice to the Academy 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 6 October 2023 confirming that Melbourn Village College was judged to be inadequate and has serious weaknesses. For the reasons set out below from the Ofsted report, I now consider it necessary to issue this Termination Warning Notice.

Ofsted Inspection 3 and 4 July – What does the school need to improve

- Too many lessons are interrupted because of poor conduct. The application of behaviour management strategies by staff is not consistent. Misbehaviour in class or around the school is not addressed effectively enough and is repeated too often. Leaders and trustees should undertake a comprehensive review of the school's behaviour policy and practice. They should ensure that all staff consistently uphold the highest expectations, and that wrongdoing is stopped quickly and without reoccurrence so that learning for pupils is not disrupted.
- For too many pupils, derogatory or offensive vocabulary is part of their everyday language. Leaders should continue to reinforce their message that this is unacceptable but also ensure that all staff challenge and report it when

it happens. This is so that no member of the school community is made to feel uncomfortable.

- More emphasis is placed on assessing pupils through tests than on the quality of content in their books or practical work. While preparing them for examination techniques, it does not help to improve pupils' learning and understanding. Leaders, including heads of subject, should review assessment strategies to ensure that these effectively promote improvements in the quality of pupils' work and the depth of knowledge and understanding pupils have in all areas of the curriculum.
- Pupils with SEND do not consistently receive the adaptations to learning they require. This prevents them from fully accessing the curriculum and achieving well. Leaders need to ensure that staff are trained to make and implement these adaptations effectively. This is so that the needs of all pupils with SEND are met, that they are fully included in learning and that they achieve well.
- Opportunities to establish high expectations are not used effectively, for example, during daily tutor time across the school. This limits the effectiveness of provision for pupils' personal development. Leaders should provide training and support for form tutors so that all provision for pupils' personal development and the setting of high expectations is of consistently high quality. This will ensure all pupils know what is expected of them and every day will get off to a good, positive start.

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 wishes to make in response to this Termination Warning Notice.

Please provide me with any representations the trust wishes to make by **6 December 2023**.

I am copying this letter to Ofsted and Cambridgeshire County Council. A copy of this letter will also be published on GOV.UK.

Yours sincerely

Jonathan Duff
Regional Director for East of England Region

CC: [REDACTED] Regional Director, Ofsted, [REDACTED] Executive Director for Children, Education and Families, Cambridgeshire County Council.