



Department  
for Education

Dame Kate Dethridge  
Regional Director  
South East Regions Group  
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Emma Redfern  
Members and Trustees of Sunbury Manor  
Nursery Road,  
Sunbury on Thames,  
Middlesex,  
TW16 6LF

1 July 2024

Dear Mrs Redfern,

### **Termination Warning Notice to the Members and Trustees of the Sunbury Manor School**

In accordance with clauses 7.6 – 7.7 of the funding agreement for Sunbury Manor School (“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 4 June 2024 confirming that Sunbury Manor 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.

- The arrangements for safeguarding are not effective. There is a lack of oversight of some pupils who are not attending school. This includes groups of pupils who are particularly vulnerable.
- Leaders have overseen a decline in standards at this school. Although they have identified weaknesses, they lack the capacity required to make the necessary improvements.
- The school’s systems to manage behaviour are not effective or consistently applied. Pupils frequently ignore the requests of staff to engage in lessons. Some pupils truant their lessons and disturb other classes. These behaviours frequently disrupt pupils’ learning.
- The use of prejudicial language has become normalised by pupils at the school. When incidents are reported, leaders do not consistently take action to stop this behaviour continuing. This has allowed a culture of racist and homophobic ‘banter’ to develop.
- Pupils with SEND do not receive a high-quality education. Teachers and support staff are not consistently knowledgeable about the individual needs of pupils with SEND.

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.

Please provide me with any representations the trust wishes to make by 22 July 2024.

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 school workforce.

I am copying this letter to Ofsted, DCS, Rachael Wardell, Surrey LA and Director of Education, Julia Katherine, Surrey LA.

A copy of this letter will also be published on GOV.UK.

Yours sincerely

[REDACTED]

**Kate Dethridge**  
**Regional Director for South East**

CC: Ofsted, DCS Rachael Wardell [REDACTED] and Julia Katherine [REDACTED]  
Surrey LA