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1 July 2015

Mr Sean Morris  
The Principal  
Callington Community College  
Launceston Road  
Callington  
Cornwall  
PL17 7DR

Dear Mr Morris

### **Special measures monitoring inspection of Callington Community College**

Following my visit to your academy on 30 June 2015, I write on behalf of Her Majesty's Chief Inspector of Education, Children's Services and Skills to confirm the inspection findings. Thank you for the help you gave during the inspection and for the time you made available to discuss the actions which have been taken since the academy's recent section 5 inspection.

The inspection was the first monitoring inspection since the academy became subject to special measures following the inspection which took place in March 2015.

### **Evidence**

During the inspection, I met with you and with other members of the leadership team, as well as with the Chair of the Governing Board, to discuss the actions taken since the last inspection. I also met with four other governors, and with a group of five leaders of subject areas and with five members of teaching staff. I held a discussion with a group of six students from Years 7, 9 and 12. Together, we undertook a brief tour of the school, where we visited three lessons in Year 9. I looked at a range of documentation, including minutes of the governing board, information about safeguarding and the single central record of checks on staff suitability. The academy's statement of action and improvement plan were also evaluated.

### **Context**

Two governors, including the vice-chair of the governing board, resigned immediately following the last inspection. A further governor resigned shortly before this inspection and this has left a vacancy on the governing board. As part of the restructuring of the governing board, four new governors have been co-opted and a

professional clerk has also been appointed. The Executive Principal at the time of the last inspection has also resigned.

### **The quality of leadership and management at the school**

A promising start has been made by leaders and governors in addressing the challenges facing the academy. As a result of the actions you have taken since the inspection, there is a much clearer sense of purpose and direction. You have placed a strong focus on empowering leaders at all levels to take ownership and responsibility for improvement. This can be seen, for example, in the work of subject leaders to improve the quality of the support provided for teachers' planning. You have also ensured that staff are more accountable for the impact of their work in improving the safety of students, and in raising students' achievement. Your approach to this has not been driven by a temptation to adopt a series of 'quick fixes'. Instead, you are putting in place the essential steps to ensure long-term, sustainable improvement.

Important actions have also been taken to improve the effectiveness of safeguarding. For example, a code of conduct for staff has recently been implemented and safeguarding documentation, including academy policies, has been revised and improved. Those staff who met with the inspector demonstrated their greater understanding, awareness and commitment to safeguarding and child protection, although this is not yet universal. Leaders have also worked with external agencies to secure essential improvements, including with the local authority. However, as leaders and governors acknowledge, there remains more to be done to fully establish a culture of safeguarding throughout the academy. To this end, you recognise the need to maintain these partnerships, to reflect on existing practice and to develop a commitment to continuous improvement. During the inspection, a few minor administrative errors were noted with the single central record of checks on staff suitability. The academy has taken action to rectify these matters.

You are aware of the need for the academy to overcome its relative isolation. To this end, a partnership arrangement with Ivybridge Community College is being developed, brokered through the offices of the Regional Schools' Commissioner. You are rightly keen to shape this partnership to best suit the needs of the academy, including a focus on the academy's performance and rate of improvement. You also recognise the potential of this partnership to support improvements to governance and in providing an external view of the effectiveness of safeguarding. The Regional School's Commissioner has also brokered a link with a National Leader of Governance from The Crypt School in Gloucester and steps are being taken to establish a link with a National Leader of Education. In his discussions with you, the

Regional School's Commissioner has made clear his high expectations of this proposed partnership and that he will monitor its impact closely.

The governing board has undergone some important changes of personnel and practice. Building on the findings of an external review and skills audit, a refresh of membership has brought improvements to the overall balance of governors' expertise and experience. A restructuring of the governing board has ensured individual committees are able to provide more effective scrutiny and challenge, particularly in relation to safety and safeguarding. However, as many of these changes are relatively new, the impact of improvements to governors' support and challenge is not yet fully clear. Nevertheless, governors are developing their first-hand knowledge of the actions being taken to bring about improvement. For example, governors are now more closely involved in understanding the actions being taken to improve safeguarding. Although this is a welcome development, you agree that it will be important to maintain a distinction between leaders' roles in planning and implementing improvement, and governors' duties to provide scrutiny and challenge.

Following the monitoring inspection the following judgement was made:

The academy's statement of action and improvement plan is fit for purpose. However, as we agreed, some further work is needed to identify suitable criteria to measure the impact of actions taken across the full range of the academy's work.

Having considered all the evidence I am of the opinion that the academy may appoint up to two newly qualified teachers to different subject departments.

I am copying this letter to the Secretary of State, the Chair of the Governing Board and the Director of Children's Services for Cornwall. This letter will be published on the Ofsted website.

Yours sincerely

Lee Northern  
**Her Majesty's Inspector**