

Our ref: MAL  
10<sup>th</sup> June 2019



Dear Parents/Carers,

## Changes to Behaviour and Rewards

From Monday 17<sup>th</sup> June, we are introducing some changes to the way we follow up students' behaviour at Q3 Academy Great Barr – using a balance of both sanctions and rewards. This will ensure that our high standards of **ready**, **respectful**, and **responsible** conduct are consistently maintained, and all students benefit from the best possible environment for learning. The feedback from consultations with parents/carers and staff has been overwhelmingly positive, and we have adapted our decision making in response to your views.

First, we are proud to uphold the following basic expectations of all students, which we believe are essential to their success:

- ✓ Arrive on time, fully equipped, and wearing correct Business Dress;
- ✓ Complete Independent Learning;
- ✓ Keep mobile phone and earphones out of sight;
- ✓ Use appropriate language;
- ✓ Be respectful and responsible out of class.

We know that young people may occasionally be forgetful or make mistakes in their behaviour, and in these situations we will set a 'reparation'. This is a set of lines for the student to complete at home and bring back in to the Academy the following day. It is a small, proportionate, and fair sanction which we will apply consistently to reinforce our expectations. Only if students do not complete the reparation will they receive a lunchtime detention. We feel that this achieves a balance between upholding expectations and avoiding a culture that is too punitive.

Second, we are increasing the consistency with which disruptive behaviour is managed in class. If a student persistently disturbs the learning of others, Learning Consultants will give a clear verbal warning. They will also state the misbehaviour that the student needs to change. Only if the student continues to disrupt learning will they be parked for the remainder of the lesson. This results in a 20-minute After-Hours detention with the Learning Consultant, usually the following day, and parents/carers will be informed about the sanction through ClassCharts. To ensure that detentions are consistently attended by all students, non-attendance will automatically escalate to a longer centralised detention, also communicated through ClassCharts. If you do not currently have a ClassCharts account set up, you will shortly receive a letter on how to access it. If you have any questions about the use of this app then please contact us at [classcharts@q3academy.org.uk](mailto:classcharts@q3academy.org.uk)

You will notice that we are not actually introducing any new or different expectations of students' conduct, or any harsher sanctions. We are simply adapting our system so that poor behaviour is always followed up with a certain, consistent, and reasonable consequence.

Chief Executive: Dr Caroline J S Badyal, EdD, MA BE.d, DipEd, NPQH | Head of School: Mr Mark Arnull BA Hons, MA, NPQH

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Q3 - Quaerere | 'Seek that which is good, that which is right, that which is true'



We are also taking this opportunity to evolve our approach to rewards. As well as students earning Q-Points for excellent work and attitude, we are going to start issuing Praise Postcards to celebrate students' positive learning behaviours. These will contain a personal message praising the child, and be handed out by Personal Tutors for them to take home. We know that our students do fantastic work every day throughout the Academy, and are committed to maintaining and growing our culture of praise and celebration.

For these changes to be a success, and for us to foster the best possible learning environment for all, we rely on your support as parents and carers. If you have any queries, please contact your child's Personal Tutor in the first instance, and please discuss these changes with your child. Your support can make a huge difference in helping them view the new system with a positive mindset, and step up to meet our fair expectations.

Yours sincerely,



Mr M Arnall  
**Head of School**

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