

Our ref: MAL/SKY

1st May 2019



Dear Parents/Carers,

RE: Behaviour Consultation

We are rightly proud of our reputation for good conduct and behaviour, a view supported by Ofsted and the parent and carer feedback on ParentView. However, not all children will get it right every time, and when students do get it wrong we aim to work with all parties to put things right. No matter how good something is we should always look to make it even better; with that in mind we would like your views on some changes we are considering.

In short, we want to shift our students' behaviour from being good to impeccable. We seek a return to sincere civility, respect, and good manners that is more than simply behaving well, but behaving in a way that brings out the very best in every member of the Academy community. To do this, we need to shift the culture and raise self-expectations among some students, who might not see the need for what they may see as an old-fashioned insistence on respectful and responsible conduct at all times.

We want our students to grow and develop in an environment where all students:

- arrive **ready** to learn;
- are **respectful** of others; and
- behave impeccably as **responsible** members of the Academy community.

To do this, we will need to adapt our systems and practices to:

- ensure relentlessly consistent expectations from all staff, around common standards such as punctuality, Business Dress, and completion of Independent Learning;
- set consistent, proportionate sanctions where expectations are not met; and
- ensure that students inhibiting the learning of others are given a clear warning before, if their behaviour continues, they may be removed from the lesson.

In particular, we are considering increasing the consistency with which students are set small sanctions should they not be ready, respectful and responsible. We believe a small sanction, fairly and swiftly applied is better than small misbehaviours going unchallenged until they become more serious and require a more severe response. We want to give students a chance to put things right by completing a small sanction we will call a 'reparation'. The reparation task might be old-fashioned lines which are meant to be an inconvenience, but not so punitive that it is unreasonable. Failure to complete the reparation task becomes a more serious matter and would result in a detention.

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Alongside this we are providing staff training, so any new member of staff will be able to follow the same set of expectations to the same high standard as the most experienced member of staff. To make this work we need your support and before we go any further, we would really appreciate your views on the changes proposed above. We invite you to share your views at: www.bit.ly/q3behaviour

If you would like a call back from a member of the Senior Leadership Group in response to your feedback, there is an option to provide your name and telephone number.

We value your views and, following consultation, we intend to introduce changes towards the end of the summer term.

Yours sincerely,



Mr M Arnall
Head of School

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