



29 January 2020

Dear Parent/Carer

Changes to Behaviour Pathway/Attendance and Punctuality

After a positive end to 2019, where an ever-increasing number of students were rewarded for their good work and progress in lessons, we have returned to school in 2020 determined to build on all we have achieved recently. We continue to have the highest expectations of all our students and encourage and expect the best at all times. We expect both staff and students to be respectful to each other, to show resilience when the going gets a little tough and to take responsibility for their own learning. In addition, this year we are increasing our emphasis on building positive relationships between students and their teachers.

Changes to the behaviour pathway

As part of this building positive relationships, we have removed the 'centralised detention system' and replaced detentions with 'restorative conversations' and 'restorative meetings' between students and staff. Where disruption has been caused and either a warning issued or removal to colleague support has occurred, students are expected to attend a brief restorative conversation or restorative meeting so that the issue can be discussed and resolved between the student and their teacher.

The aim of these discussions is for our students to understand what they have done wrong and the impact that their wrong choices and conduct has on the learning and progress in the classroom for themselves and others. When the conversation or meeting takes place and is successful there is no further sanction but when the student refuses to attend or does not engage responsibly a 30 minute sanction is implemented. We are pleased to report that this approach is working well in developing responsibility in our students and improving relationships between them and their teachers.

Punctuality

We expect students to arrive no later than 8.25am so they can be well prepared for the day ahead. Tutors meet them at their line up point and escort them into school. This leads to a calm start to the day and tutors are able to pick up any issues that students may have. It is also the time for giving out important messages and a time when various interventions and support sessions take place.

A small number of students are letting themselves and the school down by regularly arriving after 8.25am and therefore missing tutor time and even the start of lessons. In order to raise the importance of and improve punctuality all students will be subject to the following sanctions from Monday 3 February:

- **2 lates in a week – 30 minute detention with their year manager**
- **3 or more lates in a week – 60 minute detention with their year manager**

Please support the school by ensuring that your child attends school on time every day.



Attendance

Unfortunately, attendance dropped last term and we are currently well below the national average of 95%. Good attendance and punctuality are vital if students are to be successful in school. All students, when asked, want to do well, but some do not appear to make the link between doing well and being in every lesson every day. I also know that all parents want their children to do well and would ask that you support us and them by ensuring they attend every day. Missing the odd day may not seem important but each day missed equates to missing learning in 5 lessons. We have raised our expectations of staff and have asked them to be challenging far more and moving at a quicker pace in order that results improve. Students cannot afford to be missing lessons.

However, as is often the case, it is a minority of students in each year group who are letting themselves down with their poor attendance and we will be meeting individuals over the coming days to discuss this and how we can help them improve. We want the best for them.

Our next attendance week is next week, Monday 3 February – Friday 7 February, and we will once again be working with external agencies to support families and students to improve attendance. Please see letter enclosed for more details.

In addition, we will shortly be setting an attendance target for every student for the remainder of the year. Students who reach this target by July will be rewarded as part of our rewards week.

We have listened to student voice and are now looking at a range of incentives, to reward those students who do the right thing day in day out. Students with very few negatives, lots of positives and 95+% attendance will also be eligible for our rewards trip, to London, in July.

Yours sincerely

Mrs M Strong
Principal