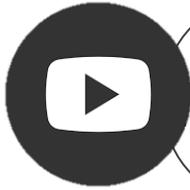




19 January 2021



This letter can also be viewed as a video presentation by Mr Nash – click here to view.

Dear Parents/Carers

It gives me great pleasure to introduce myself as the recently appointed Associate Principal of The Bulwell Academy.

After just two weeks in post, I can already state that The Bulwell Academy is one of the most exciting schools I have ever had the privilege to work for. The children that I have met both in the classrooms when teaching and between when on duty, have been hugely welcoming with impeccable manners. They are a credit to you.

A passionate teacher and experienced Headteacher, with a proven track record of rapid and sustained school improvement, I am incredibly excited to work with Mrs Strong and support The Bulwell Academy on its exciting journey to become the most high-performing school in the county.

Over the past 15 years, I have worked with many school leaders and I can honestly say that Mrs Strong's commitment to the wellbeing of her community is unrivalled. Her immense passion for The Bulwell Academy is evident in everything that she does.

As I am sure you will agree, this is the most important phase of your child's life so far and the impact that a great education will have on their lives will influence their individual journeys every day. Children who achieve well at GCSE are far more likely to live lives full of choice, have much greater control and ultimately be able to take advantage of the many amazing opportunities that life offers.

As the competition for university and apprenticeship places intensifies and the employment market becomes increasingly fierce, every action will be taken to remove all distractions from your child's learning to ensure that they are given the greatest possible chance of achieving a brilliant set of qualifications that empower them long after they have left school.

In my role as Associate Principal, my immediate priorities and strategies to ensure successful outcomes are shared herein. I share this information, well in advance, to ensure that you are fully informed and as such can support your children in greater depth. For those currently working remotely from home, this information will ensure that when they return to the Academy, your children can do so successfully from the outset.



## **Uniform - First Impressions Count**

Ensure that all students adhere to the uniform policy and wear the correct uniform correctly at all times.

From Monday 1 February, the expectations for uniform will match that as per the [uniform policy](#) that is accessible online and recently communicated by Mrs Strong to all parents and carers. **The following items/styles will *not* be permitted:**

- Trainers or any trainer-type footwear. Trainers will of course be permitted during PE lessons. Notes from parents/carers, requesting alternative footwear, must be supported by medical advice that details in writing, the make and type of footwear to be recommended.
- Boots or shoes above the ankle
- Skin-tight trousers and those short at the ankle
- Hair that is dyed in unnatural colours and any shaved patterns
- Facial piercings and plastic retainers (only one plain, gold/silver stud per ear lobe will be permitted)
- Hoodies, branded jumpers and baseball caps (will be confiscated if seen)
- Nail varnish, false nails (in any year group) and make-up (in years 7 to 9).

Line-ups will be used to ensure that students look pristine. Uniform breaches, that cannot be solved immediately, will result in the student being sent to Internal Exclusion (RESET) until the matter is resolved.

### ***Disruption - free classrooms 100% of the time***

Such is the importance of education and especially considering how much learning time has been lost due to the pandemic, now more than ever, we must protect the rights of students to access lessons that are completely free of disruption.

No student has the right to purposefully disrupt the learning, life chances and dreams of another and as such, poor behaviour will not be tolerated.

Classrooms will be highly-focussed, ensuring that teachers can teach and students can learn.

To ensure that *every second of every lesson counts* the following strategy has been implemented:

- 1) Students will be given one warning to correct their behaviour which will be indicated by the teacher writing the student's name clearly on the board.

Disruption will be defined as any choice behaviour made by a student during a lesson that stops teaching. Examples include but are not limited to;

- Talking during teacher instruction
- Non-verbal communication during teacher instruction or silent practice
- Shouting out
- Slouching/placing heads on desks during lessons



- 2) In response to another disruptive event by the same student in the same lesson, the teacher will send the student to RESET (Internal Exclusion).
- 3) The student will have 5 minutes to arrive at RESET (located in the same room previously used).
- 4) Upon arrival, the student will hand their mobile phone in to the check-in desk and be issued a work pack.
- 5) Parents/carers will be contacted by the Academy to alert them to the sanction and to inform them that their child will be required to stay for a 1-hour detention to commence at the end of their day.
- 6) Students will work in silence throughout the day, following the RESET timetable.
- 7) Students will read or continue to work in silence in RESET throughout break and lunch time. Food and drink will be ordered for them.
- 8) The member of staff who issued the RESET will meet with the student before the day's end to restore the relationship and reiterate the high standards expected.
- 9) The member staff who issued the RESET will call parents/carers on the same day that the sanction was issued to give a more detailed account of the events. Staff will leave a message if there is no answer. Please do not hesitate to contact us if you do not receive a call.
- 10) Students will return to mainstream lessons when they have successfully completed their RESET.

Please note that students will be excluded from school immediately, for a fixed term, if they refuse to engage fully in RESET, refuse to leave a classroom or defy or are rude to a member of staff.

Following a fixed-term exclusion, the student will return to RESET for 5 periods plus a 1-hour detention.

RESET will also be used to promote high standards of behaviour between lessons.

***Exemplary Teaching and Learning: Filling every second with potential.***

To maximise the impact of disruption-free learning environments, I will work closely with the Senior Leaders and teaching and support staff to ensure that teaching practices are of the highest quality.

Consistency is critical to the success of the staff and the students and as such I will support The Bulwell Academy team to ensure that policies, systems and strategies are consistently applied throughout.



Lesson structure and teaching practises will further increase the efficiency of teaching in order to maximise the knowledge, skills and concepts remembered by students.

Every cloud has a silver lining. The pandemic has given The Bulwell Academy the opportunity to make huge strides towards its aim at delivering the highest quality education available to the children that it serves.

The children currently being educated on site have been exposed to all of the practices described above and their efforts have been nothing short of inspiring.

Classrooms at The Bulwell Academy are already disruption-free and the teachers and support staff that are working with the students in school are reporting routinely that the learning culture of the school has transformed.

Teaching and support staff repeatedly describe classrooms as “calm”, “purposeful”, “engaging” and “enjoyable” with children commenting that “I am able to get so much more done”, “I am so much more confident to ask and answer questions” and “I cannot believe how quickly lessons fly by”. The commitment of both staff and students alike, to secure disruption-free classrooms, is having a hugely positive impact on Academy life.

If you have any questions related to the information shared in this letter, please do not hesitate to contact me at [brad.nash@bulwellacademy.org.uk](mailto:brad.nash@bulwellacademy.org.uk).

Finally, I want to thank the many parents and carers of children being taught in-school and those accessing the online curriculum from home, for getting in touch with their overwhelmingly positive and supportive feedback about the changes currently taking place. It is wonderful to hear and read the daily feedback describing the shared excitement that is spreading throughout The Bulwell Academy community.

I look forward to meeting you and your children as soon as is safely possible.

Wishing you and yours my very best wishes.

Yours sincerely

A handwritten signature in grey ink that reads "B Nash".

Mr B Nash  
Associate Principal