

11th September, 2020

Dear Parents/Carers

Re: Care of students at Watling Academy

HEAD OF SCHOOL: Mr I Bacon

I am delighted that at last we have opened our doors to our very first cohort of Year 7 students. The vibe in the Academy is fantastic, and the student's levels of participation and attitude in class has been exemplary. Without exception, every student I have spoken to has thoroughly enjoyed the induction programme and they are enjoying starting their learning in different subjects. I am also delighted at how fantastic the uniform looks, and the pride students are taking in wearing it appropriately.

I wanted to take this opportunity to explain our pastoral approach at Watling and to give more details with regards to our behaviour systems.

The role of the Form Tutor is extremely important. Students will meet their Form Tutor every day at 8.40am and will complete a variety of tasks during a tutorial session. If a student has any concerns or issues at all they should speak to their Form Tutor so that we can put any support required in place. The Form Tutor is also the first port of call for parents should you wish to discuss anything with us. Mr Gibbs, Head of Year 7, will also play a significant part in your son/daughter's time at Watling. Should you wish to contact Mr Gibbs, please do so on gibbsm@watling.academy

Our behaviour system at Watling is based on positive behaviour management which is underpinned by our core values of **Respect, Responsibility and Kindness**. Rewards will be an integral part of achieving this. Consequences are needed when positive behaviour management has not had the desired effect. I have explained to all students that we only have 3 rules!

We are respectful, we are responsible and we are kind.

Our reward system is based on House Points. Students can be awarded house points for going above and beyond, demonstrating any of our core values, as well as for work completed in class. Teachers may also send home postcards or letters to celebrate outstanding work and achievement by the students. Students can achieve bronze, silver and gold badges once they have achieved a defined number of House Points, that they should wear on their blazers with pride.

I am aware that on occasions, students may demonstrate behaviour that does not meet our core values and should this happen we have a clear consequence system in place. In most cases where a student's behaviour does not meet our behaviour code, they will be given a reminder by the teacher. Should a student continue not to meet our expectations they will be issued with a warning (called Warning 1). If the student responds, then no further action is taken. This is recorded on SIMS as a record of low-level disruption, but no behaviour points are received.

If the student still fails to respond, a final warning is issued (Warning 2). At this stage the teacher may also use their discretion to prevent the situation from escalating (such as asking the student to wait outside the classroom for a short time).

Respect / Responsibility / Kindness

Students achieving a final warning will meet with the teacher for a restorative discussion at 3:15pm. This is recorded on SIMS and students will automatically receive 1 behaviour point. Restorative conversations will not go past 3.30pm. The purpose of these conversations is to recognise what needs to change and start the new day with a 'clean slate' – New day, new start! Please note there will not be advanced notice for these restorative conversations. We will, however, take account of local buses that some of our students may use. For example, I am aware the Two Mile Ash bus leaves Fairfields at 15.28.

We will be running a detention programme during breaktime for 15 minutes. Detentions may be issued:

- After restorative discussions if the teacher feels it is appropriate because the student has failed to engage.
- If a student fails to turn up to a restorative discussion.
- Due to poor punctuality.
- Due to persistent wearing of incorrect uniform or excessive make-up / jewellery.

A detention is recorded on SIMS and students will automatically receive 2 behaviour points.

Should a student receive a final warning and continue to not demonstrate our core values, they will be removed from the lesson and continue their learning in the inclusion room. At this stage they will meet with the Head of Year, or another member of the pastoral team at 3:15pm. This will be recorded on SIMS and students will receive 3 behaviour points. Parents will be informed, and a support programme will be discussed and put in place.

I would also like to encourage you to read the anti-bullying policy that is on our website. Bullying is wrong and there are no exceptions to this statement. We will work together to both prevent bullying and deal effectively with those incidents that do occur. The purpose of the anti-bullying policy is:

- To provide a safe and comfortable environment where our students are able to learn and achieve.
- To promote equality and diversity and to ensure the safety and well-being of all members of the Watling Academy Community.
- To create a culture at Watling Academy where no type of bullying is ever tolerated.
- To enable everyone to understand how to help someone who is being bullied, or who is displaying bullying behaviour, in order to help to eradicate bullying.

Please contact your son/daughter's form tutor, or Mr Gibbs, Head of Year, if your child tells you that they have been bullied so that we can act straight away. We also ask for your support in encouraging students to report it to a member of staff so that we can take appropriate action. We also have an email address that students can use to report any bullying, abc@watling.academy. This will be checked daily by Mr Gibbs, so students are able to report via email, if they or a friend are being bullied.

Students well-being is very important to us at Watling. It is so important that we have a dedicated well-being lesson planned every week. It is important our students are physically healthy, mentally healthy and socially healthy and I am very keen that we work together to make sure that not only do students enjoy themselves at Watling Academy, but they flourish and become confident, independent learners that are able to demonstrate respect, responsibility and kindness at all times.

Parental engagement is key to us at Watling so please do contact your child's Form Tutor in the first instance, or Head of Year should you have any questions, or queries.

I look forward to working with you,

Yours sincerely,



Mrs J Barford - Deputy Headteacher