



ACTING HEADTEACHER: Mrs H Fry

Friday 6th September 2024

Dear Parents/Carers,

Re: Care of students at Watling Academy

As the new academic year begins, I am delighted to extend a warm welcome to all our students and their families. We are excited to embark on another year of learning, growth, and achievement at Watling Academy. Our dedicated staff have been diligently preparing to provide a supportive and enriching environment where each student can thrive both academically and personally. We look forward to working together to ensure a successful and rewarding school year for all.

Inclusion is at the very heart of Watling Academy and the purpose of this letter is to explain to our new parents, as well as to remind our existing parents, the pastoral approach that we take here at Watling and to give more details with regards to our behaviour systems. Please take the time to read through the letter carefully, as it contains important information for your reference.

Your Points of Contact

The role of the form tutor is crucial in our mission to ensure that no student is anonymous at Watling Academy. They will develop a strong relationship with both you and your child to ensure that we are taking a holistic approach to your child's education. Students will meet their form tutor every day at 8:40am and will complete a variety of tasks during their tutorial session, which takes place for the first half an hour of the day. If a student has any concerns or issues, they should speak to their form tutor, so that we can put any support required in place with immediate effect. The form tutor is also the first port of call for parents, should you wish to discuss anything with us. Your child's Head of Year and Pastoral Assistants also play a significant role in offering support and guidance. To make contact, please use the corresponding email addresses below:

Year 7: Miss K Hill: hillk@watling.academy

8K - Miss C Bell: bellc@watling.academy

8M – Mrs K Hollingsworth: hollingsworthk@watling.academy

9M – Mr O Mason: masono@watling.academy

9K – Mr N Mangan: mangann@watling.academy

Respect / Responsibility / Kindness



WATLING ACADEMY, BARROSA WAY, WHITEHOUSE, MILTON KEYNES, MK8 1EP

watlingacademy.net

Company Registration No. 7527108



10M – Mr E Humphris: humphrise@watling.academy
10K – Miss Stratton: strattonj@watling.academy

Year 11 – Miss L Scarr: scarrl@watling.academy

Key Stage 3 Pastoral Assistants (Years 7, 8, 9)

Mrs G Downard: downardg@watling.academy
Miss S Stephens: stephenss@watling.academy
Mrs V Bradbury: bradburyv@watling.academy
Mrs D Roberts: robertsd@watling.academy
Mrs D Nicholls: nichollsd@watling.academy

Key Stage 4 Pastoral Assistants (Years 10, 11)

Mrs V Colyer: colyerv@watling.academy
Mrs S Jones: jones@watling.academy

We also have Deputy/Assistant Headteachers supporting each Year group

Year 7 - Mr Gibbs: gibbsm@watling.academy
8M- Miss H Webb: webbh@watling.academy
8K - Mr A Brown: browna@watling.academy
9M – Mr A Say: saya@watling.academy
9K – Mrs N Bennett: bennettn@watling.academy
10M – Mr C Parks: parksc@watling.academy
10K – Mr J Stormer: stormerj@watling.academy
Year 11 -Mr J Cassidy: cassidyj@watling.academy

Academic Mentoring Afternoon: Thursday 12th December 12:30 – 5pm

Please make a note of this date in your diary, as you will have the opportunity to meet with your child's tutor to discuss their progress and any issues or concerns that may have arisen during the first term.

Behaviour System

Our behaviour system at Watling is based on positive behaviour management, which is underpinned by our core values of **Respect, Responsibility and Kindness**. Consequences are needed when positive behaviour management has not had the desired effect. Students understand 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 achievements by the students. Students will receive bronze, silver and gold badges, once they have accrued 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, followed by two warnings, should they not respond appropriately.

Students achieving a final warning will meet with the teacher for a restorative discussion. This can happen throughout the school day or at 3:15pm. This is recorded on Class Charts and students will automatically receive 1 behaviour point. Should a restorative conversation take place at the end of the school day, it will not go past 3:30pm. The purpose of these conversations is to reflect on the behaviour and recognise what needs to change. It is also important for both the teacher and student to understand that the next lesson is a fresh start, with a 'clean state.' Please note there will not be advanced notice for these restorative conversations.

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

- After restorative discussions, should the teacher feel the student 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 Class Charts and students will automatically receive two 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 Class Charts and students will receive three behaviour points. Parents will be informed, and a support programme will be discussed and put in place. Please ensure that you can access Class Charts to monitor your child's House Points and Behaviour Points. Any issues in doing so, please contact your child's Form Tutor.

Anti-Bullying Policy and Call It Out

I would also like to encourage you to read the anti-bullying policy that is on our website. Bullying is wrong and will not be tolerated at Watling Academy. We will work together to both prevent bullying and deal effectively with those incidents that do occur. Please contact your child's form tutor, or their Head of Year, if your child tells you that they have been bullied, so that we can act with immediate effect. We also ask for your support in encouraging students to report incidents of bullying to a member of staff, to ensure we take swift and appropriate action. We also have an email address that students can use to report any bullying: abc@watling.academy. This email is monitored daily by staff, so students can write down their concerns, should a verbal disclosure



be too uncomfortable for the student. We also launched our “Call It Out” campaign at the end of the last academic year, which encourages students to report any derogatory, discriminatory, or defamatory comments or language directed at them or their peers. This initiative is a crucial part of our commitment to fostering an inclusive, safe, and supportive school community. By speaking out against such behaviour, our students help create an environment where everyone feels respected and valued. We urge all students to participate actively in this campaign and thank you for your support in reinforcing these values at home.

Wellbeing

The wellbeing of students is very important to us at Watling. It is so important that we have a dedicated wellbeing lesson planned every week, as well as a Health and Wellbeing Lead. 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 feel safe and 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; values which are crucial in preparation for adult life.

Thank you for taking the time to read this letter. I hope you have found the information useful. Parental engagement is crucial to us at Watling, so please do contact your child’s form tutor or Head of Year in the first instance, should you have any questions or queries.

I look forward to working with you.

Yours sincerely,

A handwritten signature in black ink that reads 'J. Harris'. The signature is written in a cursive style with a large, looped initial 'J'.

Mrs J Harris - Deputy Headteacher