

TENBURY HIGH

ORMISTON ACADEMY

Oldwood Road, Tenbury Wells
Worcestershire WR15 8XA
Tel: 01584 810304
Email: admin@tenburyhigh.co.uk

Principal: Mrs V Dean
Vice Principal: Mrs D Wall
Assistant Principal: Mr A Wilks
Assistant Principal: Mr K Williams

[OAT]
Ormiston Academies Trust
AN OAT ACADEMY



A Specialist Science and
Mathematics College

9th January 2024

Dear Parents/Carers

I hope this letter finds you well and you have enjoyed a relaxing and healthy Christmas break. Happy new year to you and your families.

I am writing to update you on some small changes to our behaviour policy; changes going live this week. You will recall when Ofsted visited in October 2023, they saw improvements in behaviour across the school, commenting that both lesson and corridor behaviour is "much improved". Lessons visited were "calm" and "pupils observed cooperating with staff". Staff were praised for consistency in rewarding the right behaviour and challenging the unwanted behaviour observed.

However, our own surveys, as well as conversations that took place during the October visit, show there is still some low-level disruption in pockets across the school and, although staff are dealing with this behaviour consistently, learning is being disrupted as a result.

The current behaviour policy is working for the large majority of our children, and the changes I am making this week will only impact the majority positively. However, where there is ongoing, persistent and disruptive behaviour the policy needs some adjustment. Children have the right to learn in a disruption free environment and I intend for these changes to enhance our pupil's capacity for successful and productive learning.

The changes I am making sit within the current C0 – C5 structure (see Sanctions on Page 3 of this letter). However, C3 becomes an immediate removal from the lesson for the rest of that lesson. This means that any child who is repeatedly disrupting the learning in a lesson (whether through disturbing other learners, being disrespectful or refusing to follow teacher instructions etc) will be given three reminders/warnings/opportunities to make better choices in order to remain in the classroom and engage in the learning and teaching taking place.

During the reminder/warning process, the teacher will apply a range of strategies and interventions to remove all possible barriers for the child and encourage the child to make good choices to fully engage in learning. For example, they may move the child to a different seat, adapt the task to create further challenge or support, and remind the pupil of the consequences of ongoing, repeated, disruptive behaviour.

If the disruption continues, the pupil will be removed to the RESET room for the remainder of the lesson to calm down, reflect on the lesson, reset their thinking and behaviour ready to return to the following lesson.

The RESET room is a full-time supervised space allowing time for reflection, silent work and, where appropriate, a dialogue about what went wrong and how the removal could have been avoided. Work will be provided during this time.



A lesson removal in the day will result in an immediate same day after school 30-minute detention – 3.15pm to 3.45pm. Parents will be informed about a same day after school detention at either 11.15am or 1.30pm via an Edulink message. Removals occurring during lesson 5 will result in an after school detention the following day. Where a pupil has a Period 5 removal (and following day after school) plus a removal the following day, their afterschool will be one hour to reflect the removal over a two day period. Parents wanting to know the reason for the lesson removal can find out via the behaviour C3 log on Edulink (Behaviour Icon). The class teacher will outline the reason for the child's removal from the lesson. If further information is required, please contact the class teacher who will be able to provide further detail. Please be mindful that teachers have full time timetables and may not be able to respond immediately. The academy applies a 48 hour response time frame which will be shorter where possible.

Parents will be responsible for collecting their child or consenting to the child walking home at 3.45pm where appropriate.

Two lesson removals in one day will result in a next day isolation; a head of year behaviour report and a parent meeting to discuss further ways of supporting the child with their behaviour. Following two removals in one day, a decision will be made by a senior member of staff whether that pupil is able to return to lessons that day.

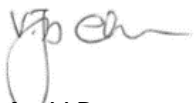
These actions are designed to have a positive impact on all learners in our school. Teachers will be able to teach and pupils will be able to learn, free from persistent disruption. For pupils who may be subject to spending time in RESET, this system will ensure pupils can access further support and guidance in how to self-regulate their emotions and make the right choices. Where necessary, bespoke interventions will allow for further assessment and screening to investigate possible causes of behaviour. This will ensure any individual behaviour improvement plans or strategies are tailored to individual needs. When RESET has to be used, we hope it is as infrequent as possible so that pupils value being in lessons with their peers and teachers, gaining an education that will set them up for life.

Staff have been fully informed and trained in this new routine during our TED day yesterday. Pupils will be briefed in assemblies this week.

I am confident this adaptation to the current policy is the final piece of the puzzle for ensuring our expectations of pupil behaviour at the school remain high; is well understood by all and that low level disruptive behaviour does not disrupt lessons and learning to the detriment of others. Our ultimate aim is for all pupils to be in all lessons and learning all of the time.

I value your support with this matter. If you have any questions, please do not hesitate to contact me to discuss this further.

Yours sincerely



Mrs V Dean
Principal



High Achievement: Outstanding Care



TENBURYHIGH
ORMISTON ACADEMY



RESPECT
ENGAGE & CHALLENGE
AMBITION
INCLUSIVE
WELL-BEING
SLANT
SAFEGUARDING



Sanctions

PUPIL ACTION

- Failure to meet behaviour expectations (RESPECTFUL AND READY)
- Failure to meet SLANT

Connection & Warning

Consequence:
Warning given
Issued by: All staff

PUPIL ACTION

- Second incident of the above
- Inadequate work completed in lesson.
- First instance of a missed homework deadline in a term
- Late on one occasion
- Repeated low level disruption

C1

Consequences:
1 Behaviour Point
SIMS Log C1
Issued by: All staff

PUPIL ACTION

- Repeated C1
- First instance of late to school in a week
- Late to lessons on two occasions in a week
- Second instance of missed homework deadline in a term
- Chewing gum or eating/drinking outside of the designated area
- Poor behaviour in social time (immediate removal from social time)
- Repeated C1—repeated low level disruption

C2

Consequences:
Lunch time detention (Rm 7)
SIMS Log C2
Issued by: All staff

PUPIL ACTION

- Repeated C2
- Multiple instances of missed homework deadlines in a term
- Breach of phone policy (confiscate phone)
- Repeated incorrect uniform
- Use of derogatory language
- Pupil walks out of classroom without permission
- Failure to attend lunch time detention without good reason
- Damage to academy equipment or property
- Truancy from a lesson
- Repeated C2—persistent low level disruption, despite teacher intervention, resulting in immediate lesson removal to RESET room and same day after school detention.

C3

Consequences:
After school detention (Rm 7)
Phone call home made by staff issuing detention
SIMS Log C3
Issued by: All staff

PUPIL ACTION

- Repeated C3
- Serious breach of school policy. For example, smoking, vaping, banned items
- Serious verbal assault
- Failure to attend after school detention, without good reason
- Behaviour is dangerous to themselves, other pupils and staff
- Refusal to enter RESET room.
- Disrupting learning in RESET room.

C4

Consequences:
SLT to decide sanction
Example—internal suspension
Issued by: SLT

PUPIL ACTION

- Serious breach of school policy
- Illegal Items
- Physical assault

C5

Consequences:
Principal to decide sanction
Example—suspension
Issued by: Principal