

Shirebrook Academy

Principal: Lindsey Burgin BA (Hons) PGCE, MA
Chair of Governors: Mike McDermott
Executive Principal: Rebecca Hibberd BEd (Hons), MA
CEO: Rebecca Scutt BSc (Hons) PGCE

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Vice Principals
Lindsay Ward BA (Hons) PGCE
Damian O'Reilly BA (Hons) NPQSL

15th July 2024

Dear Parent/Carer

RE: our new 'Behaviour & Rewards Policy'

Please find attached a copy of our new '**ACET Behaviour and Rewards Policy**' for your reference. We have spent a great deal of time speaking with all our stakeholders prior to writing this, but especially taking into account the views of our students, staff and you, our parents and carers.

We have also sought external advice and support from Tom Bennett, when writing this policy. He is the lead behaviour advisor to the Department for Education and was appointed in 2020 to be the chair of a new task force set up to tackle and manage behaviour in schools. He is the founder of researchED and has written four books about effective behaviour management. His support has been invaluable and we will continue to work with him into the new academic year as we move to implement this new policy.

We have reviewed our practice and developed this policy because we deeply care about our young people. We want them to succeed and to become incredible citizens, leaving us ready to take up their place in the world of work. We know that you want this too and by working together collaboratively we are confident that this aspiration for our students will be realised.

This ambition, however, will take hard work and commitment from us all. This can only be realised if our academy runs smoothly and all our students feel safe and are able to learn in an environment where they can feel challenged on a daily basis, yet are supported alongside this; where they can make mistakes and learn from them and they can participate without interruption.

This is why we need a behaviour and rewards policy which is clear and consistently applied. Students will know what good behaviour looks like and they will be praised and rewarded when this is seen. We will share these achievements with you and celebrate alongside you.

Our students will also be taught what unacceptable behaviour looks like and the sanctions as a result of this will be clearly laid out. As with rewards, we will share any behaviour concerns with you and need you to support us with any sanctions given. The policy is explicit as to what behaviour leads to what sanction. We will be clear and consistent with this. Detentions, for



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example, will need to be completed on the day they are given and internal suspension will run from 9 00am to 4 00pm.

All students should expect, as a minimum to be safe in class, to be able to learn without disruption and to flourish in order that they can reach their full potential. All staff are fully committed to delivering the highest quality of education in an environment where disruptive behaviour does not hinder this.

This policy aims to prepare our students for the expectations and behaviours that will be expected of them as successful adults of the future.

We feel this new policy will provide clarity for us all as well as the need for consistency. We therefore ask for your support in its successful implementation. Please take the time to discuss the policy with your child, what the rewards will be if they get things right (listed on pg.6) and what the sanctions will be if they get things wrong (listed on pg. 12 – 16). **This will provide certainty and clarity for our students, and for you, our parents/carers.**

We look forward to seeing the positive impact of this for all our students and staff, especially in terms of students' ability to learn and make rapid progress and for our staff, the opportunity to teach and to be able to do their jobs without disruption.

In addition to the policy, we have also purchased a platform called 'ClassCharts' which will help school to collect rewards and sanctions data so that we can monitor our policy. It is also linked to an app which parents/carers will be able to download so that they too can monitor their child's behaviour and rewards. We will send you more details about this as soon as we return in September. We hope that you will find this to be a useful method to track your child and hopefully celebrate their many achievements. Students will also be able to download this app so they too can track their 'positive and negative' achievements.



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We also ask that you support this policy by ensuring your child is on site every day by 8.20am at the very latest, that they are in full school uniform (please see revised policy on our website) and that they have the equipment required to learn effectively: a pen and pencil as a minimum and a bag large enough to hold A4 books. **Again, we do not want infringements of these policies to be a distraction from the important academy focus on learning and teaching.**

Please also remind your child about the mobile phone policy, that phones should be turned off at the gate and placed in bags or in the zip pocket in their blazers. Mobile phones belonging to students should not be seen or heard on academy site. If phones are seen they will be confiscated. This is clear in our policy. Please support us with this by contacting the academy reception if you need to get an urgent message to your child during the school day.

To assist this policy, we are fully committed to also providing a behaviour curriculum for all our students. Students will be taught about good behaviour at every opportunity but particularly during tutor time.

This policy will be consistently implemented to support our students with the intention of allowing them to improve and excel, not to set out to sanction them.

If you have any questions about this policy then please let us know.

We thank you in advance for your support with the effective implementation of this policy.

Good behaviour in our academy is an expectation in order that ALL students feel safe, supported and can experience success.

Yours faithfully

Rebecca Hibberd
Executive Principal



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