



Nunthorpe Academy

13 November 2019

Dear Parent(s) / Carer(s)

I would like to take this opportunity to introduce myself to you formally as the Acting Head of School and share with you some changes that have been introduced recently in relation to the Academy's Behaviour Policy to ensure that all students get the 'best deal' out of their learning at Nunthorpe Academy.

My name is Kate Kell and I have worked at the academy for 17 out of the 24 years of my teaching career. I am a qualified History teacher and started the academy as Head of Year 7. I have been promoted to a number of leadership roles at the academy including Assistant Head - Sixth Form in its first year of opening; Vice Principal Operations under Debbie Clinton; Vice Principal Student Expectations under Lee Brown and Vice Principal Expectations and Ethos under Danny Yates. I am incredibly proud of the students in our academy and have the privilege of working very closely with a significant number through the student leadership opportunities that are available, whilst promoting values to all students in regular year group assemblies focusing on our vision of Ready; Respectful; Safe.

My work has always been strongly linked to developing exceptional relationships to promote positive behaviours; I have led the Local Authority schools behaviour partnership for a number of years through chairing the Be Safe Group and represent the academy at the Pupil Placement Panel – supporting young people's alternative curriculum and supported pathways across Redcar and Cleveland. I am also the mum of two, aged 14 and 19!

The recent changes in leadership in the academy have no doubt led to some worries or concerns about the way forward and security of your child's education at the academy – this is understandable – as most people do not like planned change let alone sudden change. I would like to reassure you that all changes currently being made and launched to students in assemblies on Tuesday have been planned and implemented to ensure your child receives the best learning experience possible. 95% of our students get the basics right, day in day out, and respond positively to a challenging and supportive learning environment where they can question, step out of their comfort zone, and push their learning forward. However 5% of the academy are currently making poor choices which are affecting not only their own learning but the learning of others and this is not acceptable. Every student is entitled to and deserves the best – that is after all why you as parent(s)/carer(s) chose to send your son or daughter to Nunthorpe Academy in the first place.

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Nunthorpe Academy

From Tuesday 12 November our behaviour policy has been significantly simplified to ensure that all students know our high expectations and the sanctions that will be put in place if the basics are not complied with. The first couple of stages of our policy below will look familiar however we have taken away the opportunity for students to negotiate sanctions with teachers by removing the Green Room and their ability to potentially disrupt a second class by removing the Room Remove system. Students will continue to be given the opportunity to make the right choice and correct their low level behaviours if they make a mistake and get it wrong through acknowledging the verbal warning. If a student continues to make the wrong choices they will work through N1, N2 and N3. N3 will trigger an automatic one hour detention the following day 3-4pm. A further discrepancy will result in BfL where the student will be placed in Isolation for the remainder of the day until 4pm. These two sanctions will be communicated home via the Class Charts App and through text – it is therefore essential that we have correct contact details for each student. Your child's planner on pages 17 – 20 has a 'Personal Date & Emergency Contact update page' and I kindly request that this is completed and shared with your child's tutor as soon as possible to ensure smooth communication and transition to this system. It is essential that we work together to ensure that every student in the academy is given the best opportunity to fulfil and exceed their potential.

The table below summarises Classroom Sanctions within lessons and expectations on staff:

Verbal warning (noting the name of the student on the board).	Use teaching and learning, as well as behaviour management strategies to redirect the student's behaviour onto their learning.
N1 (N1 noted on the board next to the student's name).	Explain that the student has now received an N1 and 1BP. Speak to the student and attempt to diffuse the situation and continue to use teaching and learning, as well as behaviour management strategies to redirect the student's behaviour onto their learning.
N2 (N2 noted on the board next to the student's name)	Explain that the student has now received an N2 and 2BP. Speak to the student individually again and attempt to diffuse the situation and continue to use teaching and learning, as well as behaviour management strategies to redirect the student's behaviour onto their learning.
N3 (N3 noted on the board next to the student's name)	Inform the student they are on the verge of leaving the lesson and BfL being called. Reiterate that this will mean that the student will be placed in Isolation for the remainder of the day. Continue to attempt to diffuse the situation and continue to use teaching and learning, as well as behaviour management strategies to redirect the student's behaviour onto their learning.
BfL	Student will then be removed to Isolation for the remainder of the day. If it is appropriate consider letting the student take the work from the lesson to complete in Isolation. BfL can be called immediately for extreme behaviour or an extreme incident. Teachers should contact home to inform parents/carers of the reasons why their child has been BfL'd from their lesson.

The table below details further examples of behaviours which will lead to students being issued with a one hour detention by staff:

Behaviour	Possible Sanctions	Imposed by
<ul style="list-style-type: none"> Failure to comply with a reasonable request; Silliness/boisterousness on corridors; Uniform misdemeanour; 	Department, Pastoral or Whole Academy	Any member of staff.



Nunthorpe Academy

<ul style="list-style-type: none">• Late for a lesson without a valid note (professional judgment);• No planner;• Lacking equipment (including PE and D&T 'kit')• Missing a homework more than once;• Dropping litter and refusing to pick the litter up;• Going out of bounds at break or lunch.	Detentions for one hour 3pm to 4pm.	This will be recorded on Class Charts.
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Please can I request that you go through the above tables with your child(ren) to ensure they have a clear understanding of the expectations of their behaviour going forward and the consequences of the choices that they make.

Any student who fails to respond positively to the sanctions imposed above will escalate the sanction. For example if a student refuses to attend Isolation following a BFL; refuses to engage in the work set; or walks out at any point before 4pm they will be subject to a Fixed Term Exclusion and will then return to the academy the next day to complete their Isolation for their identified reason.

When applied consistently I have every faith that the 5% will reduce to 3% by Christmas and that all students and staff within the academy will reap the rewards of improved progress and personal achievement.

These actions alongside the Pastoral programme of Values in Action (Autumn 2); Well Being Week; Dare to be Different and Anti Bullying Week – 11 -15 November; Christmas Fair – 7 December; Community Christmas Party – 13 December and the Christmas Carol Evening – 17 December all provide students with numerous opportunities, in addition to the regularly timetabled extra-curricular events, to socialise and have 'fun' outside of timetabled learning time. Many of these events which will be open for parents/carers to come and enjoy to develop the sense of a Nunthorpe Community.

May I take this opportunity to thank you for your anticipated support over the coming term. If you have any questions or concerns in relation to any aspect of the behaviour drive or any other matter please refer these to your child's tutor or pastoral manager in the first instance – all staff email contact details can be found on the academy home page.

Yours sincerely

Kate Kell
Acting Head of School

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