

13th July 2023

Dear Families,

Welcome to my penultimate Headteacher's Update of the year. [You can view a video version of this letter here.](#)

## New strategic plan for Churchill

As I explained in my Term 5 update, the governors have been working closely with staff and the Lighthouse Schools Partnership to review our strategic planning as we look to the future of Churchill Academy & Sixth Form over the coming years. We have today published our new three year strategic plan on the Academy website. This plan will take us from September 2023 to August 2026, and is designed around our vision: *to set no limits on what we can achieve*; our purpose: *to inspire and enable young people to make a positive difference*; and our values of *kindness, curiosity and determination*. The plan has five objectives:

1. All students demonstrate excellent behaviour, effort and attitudes to learning
2. Every student enjoys the highest quality of education
3. The personal development programme ensures that students embody the Academy's vision, values and purpose
4. Leadership and management is ambitious and persistent in pursuit of our goals
5. We are fully integrated into the vision, ethos, systems and structures of the Lighthouse Schools Partnership to the mutual benefit of the Academy and the Trust

[You can read the full strategic plan on our website now.](#)

# New Behaviour Policy: September 2023

In order to support the first objective in the strategic plan, we are introducing a new behaviour policy from September 2023. This policy has also been published on our website today, [and you can view the full policy here](#). I will provide a summary of the key points below, but I would urge families to refer to the full policy for further information about the legislative framework supporting the policy, reasonable adjustments for students with special educational needs and disabilities, scope, review and further detail.

Students have been briefed about the new policy in assemblies this week. In this update letter, I hope to give you an overview of our new approaches so that you can support us with ensuring that all students benefit from disruption-free learning in a safe, happy and secure learning environment.

## Overview

We have had a full review and overhaul of the behaviour system. Feedback from staff, students and families via the surveys and direct communication has shown that the current system is too cumbersome and difficult to navigate. As a result, sanctions can take place too long after the behaviour itself, which means that the connection between the incident and the sanction can be lost. Consequently, students are not able to learn lessons effectively. It is also the case that the complexity of our current system can lead to issues with consistency of application. Furthermore, families have told us that they want to be better informed about behaviour in school.

We have sought to address these concerns by introducing a simpler system with much greater clarity, on the principle that rewards and sanctions should - as far as possible - be immediate, certain, and consistent. At the same time, we are seeking to improve communication with families so that you are better informed about your child's behaviour in school.

## Rewards

We will be introducing a new system of **House Points** from September. Students can be awarded house points for successfully meeting the Academy's expectations as follows:

- One House Point: any positive behaviour in line with the Academy's expectations and values, above and beyond meeting the basic

expectations. This could include modelling positive behaviour, setting a good example, or going above and beyond the basic expectations.

- Two House Points: consistent, repeated or significant positive behaviour in line with the Academy's expectations and values
- Three House Points: a "wow" reward for a special contribution to the Academy or positive behaviour which goes over and above expectations, or sets a role model example for others to follow

House points contribute to students' conduct points score, as well as cumulatively feeding into their house totals as part of the house cup competition. For this purpose, Sixth Form students will be treated as the "sixth house" and will therefore be awarded house points in the same way as main school students.

Students' conduct points score (behaviour points subtracted from house points) will contribute towards commendations as follows:

- 25 conduct points: tutor commendation
- 75 conduct points: head of house commendation
- 125 conduct points: Headteacher's commendation
- 175 conduct points: governors' commendation

House points will be visible in MCAS (My Child At School) as soon as they are awarded. In addition, teaching staff have been allocated time each week to contact home about three students each to celebrate successes and emphasise positives - this may be through a phone call, an email, or a postcard home. We hope that this will improve the connection between families and the Academy and emphasise the many positives that students show throughout their time at the Academy.

## Sanctions

When students make mistakes, it is imperative that they learn from them. That is at the core of our new approach to sanctions, with the intention that any breach of our expectations is met with a sanction which is immediate, certain and consistent. We are simplifying our behaviour system so that it is easier to understand and apply.

## Classroom behaviour

In the classroom, students will be issued with a **behaviour point** for any breach of classroom expectations. This behaviour point serves as a warning - it says "you have not met this expectation. You now need to make sure that you meet

the Academy's expectations for the remainder of the lesson." If there is a second breach of expectations in the same lesson, a **second behaviour point** will be issued. This will result in the student's removal from the lesson and transfer to an internal behaviour space called the **Refocus Room**.

The Refocus Room is an internal isolation room where students will be expected to work in silence. They have access to the curriculum through specially prepared materials so they do not miss out on learning. However, the intention of the Refocus Room is to provide an immediate opportunity for students to reflect on their behaviour, so that support can be provided to help them avoid repeating the same mistakes.

Time spent in Refocus is on an escalating tariff as follows:

- First time in Refocus: two lessons + one social time
- Second time in Refocus: three lessons + one social time
- Third time in Refocus: four lesson + two social times
- Fourth and any subsequent times in Refocus: five lessons + two social times

If a student is sent to Refocus, the member of staff who sent them will contact you directly to explain what has happened. The incident will also be logged in MCAS (My Child At School) so that you are fully informed. The member of staff will also seek to hold a restorative conversation with the student before their next lesson.

### Behaviour outside of lessons

Outside the classroom we expect our students to be respectful, polite, safe and calm. If a student does not meet the Academy's expectations outside of lessons - for example before school, during lesson changeover, during break or lunch or after school - they will be sent immediately to a **Time-Out** detention. In social time this detention will be served immediately, for the remainder of the social time. Before school, during lesson changeover or after school, the student will serve the detention at the next available social time. A behaviour point will be added for any time-out detention, which will be visible in MCAS (My Child At School) so that you are fully informed.

### Serious incidents or significant poor behaviour

Serious or significant poor behaviour may result in an immediate full-tariff Refocus sanction (five lessons + two social times), suspension from school or permanent exclusion. Examples of "serious incidents" include (but are not

limited to): swearing at a member of staff, aggressive/ rude attitude, bullying, discrimination (including racism, homophobia, transphobia), vandalism, truancy, gambling, threatening behaviour, refusal to follow instructions, fighting or recording a fight, dangerous or reckless behaviour, physical assault, sexual harassment or assault, or possession of drugs, alcohol, or weapons. Such incidents are thankfully very rare at Churchill Academy & Sixth Form, but it is important to state that it will not be tolerated as part of our community. Families will always be informed directly if their child is involved in a serious incident or significant poor behaviour.

## Uniform, jewellery and equipment

There are no changes to our uniform for September 2023, although we have clarified some details around jewellery and equipment. A full uniform, jewellery and equipment code is enclosed with this letter, and is available [on the Academy's website here](#).

We ask for your support in ensuring that students are properly dressed and equipped for school. From September, if a student is in incorrect uniform, they will be issued a behaviour point and offered correct uniform to wear. Any jewellery beyond the uniform code will be confiscated for collection at the end of the day, and a behaviour point will be issued.

If students have adornments which cannot be removed (e.g. false nails), or if there is any lack of compliance with correcting their uniform, they will be placed in Refocus until it can be sorted out with home (e.g. an appointment made to remove the false nails, or you are able to bring correct uniform items in from home).

The easiest way to avoid this issue is to ensure that your child is correctly dressed for school in line with the attached code, and that they save their extra jewellery for outside of school hours.

## How families can help

Student behaviour is the major focus of our school improvement for the year ahead. We are sure you will share our ambition that all students benefit from disruption-free learning in a safe, happy and secure learning environment. For this to be the case, we will need your support. We will need you to talk to your children about their behaviour in school; we will need you to ensure that they have sensible, appropriate boundaries outside of school; and we will need you

to tell them that you will back the school in celebration of their successes but also in tackling any issues that occur.

If you do ever have an issue with a decision that has been made in school, please do contact us so that we can resolve it - but, in the meantime, please ensure that your child knows that you support the school's decisions and the school's policies. The partnership between home and school, in the shared interests of your children, is the key that will unlock our success.

We will be providing further information about the behaviour policy, and other aspects of our strategic plan and provision, at parent information evenings in September. These will be in-person briefings from senior staff, tailored to the specific needs of students in each year group as follows:

- Year 7: Monday 25th September
- Year 8: Thursday 21st September
- Year 9: Tuesday 19th September
- Year 10: Monday 18th September
- Year 11: Monday 11th September
- Year 12: Wednesday 20th September
- Year 13: Tuesday 26th September

Each meeting will begin at 6:30pm and will take place in the Academy Hall. There will be an opportunity at the end of each meeting for you to ask questions and discuss any issues with staff.

I will send my traditional end-of-term Headteacher's Update in the last week of term next week. In the meantime, with thanks for your continued support of the Academy,



Chris Hildrew

Headteacher

Enc: Uniform code