



Our Ref CTR/ESD

12th February 2016

Dear parent/carer

I wrote to you at the start of term regarding the course of action we proposed to take with Years 7 to 10 regarding two specific issues - completion of homework and 'Behaviour for Learning'. These two issues were the biggest concerns we had at that time in relation to students' engagement with their learning and their progress. One was clearly identified in the Ofsted inspection report and the other was identified from teachers logging incidents on our SIMS system in the Autumn term. We have successfully implemented the action on homework and there has been a significant improvement in the completion rates and the quality of the work completed. I thank you all for your support with this.

After half term we are turning our attention to the behaviour issue and we will be having a similar approach to students' Behaviour for Learning. As I stated in my previous letter Ofsted clearly observed a small number of incidents where students' behaviour was not acceptable and of sufficient significance to judge 'Behaviour for Learning' as only Requires Improvement rather than Good. The approach we are taking on this issue will be explained to students during assemblies after half term. By Friday 26th February all students will have been informed about the action to be implemented. Much of what we are doing is re-establishing our expectations for "Learning Classrooms" and "Disruption free classrooms" and implementing ideas learnt from practice in other schools and academies across the country.

Our new basic expectation is that all students will abide by our rules regarding behaviour for learning and their attitudes towards teachers and other students. We want every lesson to be 60 minutes of uninterrupted learning.

Therefore from Monday 29th February 2016 there will be a "zero tolerance" policy in place when it comes to students who misbehave or disrupt lessons with an impact on their own and other students' learning. No excuses will be accepted. Appropriate sanctions and consequences will be used with any student whose behaviour does not meet our expectations. This will include warnings, moving places in class, being moved to another teacher's class, isolation for a period of time or even exclusion.

Our expectations are non-negotiable and the list is as follows:

- **Students must follow instructions the first time and without arguing or answering back.**
- **Students will sit in the seating plans that are used by teachers.**
- **Students need to put their hand up to speak – no calling out.**
- **Students must stay in their seat unless they are requested to move by the teacher.**

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- **All class talk must be about tasks set and work being undertaken by students.**
- **Students must engage in all lessons and avoid disrupting the learning of others.**

Specifically, the key issues related to students' behaviour that will be addressed by all teachers are therefore:

- **Foolish behaviour.**
- **Talking/calling out in class.**
- **Poor attitude to learning.**
- **Inappropriate language/behaviour to peers.**
- **Failure to follow instructions.**
- **Severe disruption of the learning of others.**

All sanctions used will be entirely within Department for Education guidelines and regulations as stated in the document **Behaviour and discipline in schools, Advice for headteachers and school staff** which has been updated as of **January 2016**. We no longer have to give 24 hours' notice for detentions and can therefore put this "instant" sanction into place if required. This document is available on the Internet if you wish to read it yourself. Additionally, the College Behaviour policy is on the College website for consultation. Heads of Year will be the members of staff driving this process but the member of the College SLT who is over-seeing it is Ms McGeough and she will arbitrate on any issues that arise.

The criteria for our grading of Behaviour for Learning are published on the website for you to access if you need them.

Whilst you may not fully appreciate the reasons why we are taking this action I am sure you can understand it is in the best interests of the students, their potential progress and their academic success in the future. We know that poor behaviour in lessons impacts on the experience and progress of not only the student behaving inappropriately but also on all students in that lesson. We know that most of our students already behave in the right way. This action is targeted at the small minority who do not and impact upon the learning of everyone else in the classroom.

The action is also part of a concerted strategy to take Oakmeeds to Good and then hopefully Outstanding in future Ofsted inspections. It can only be of benefit to all students in the long term. We therefore expect the support of all parents on this issue.

Finally, in order to give me some time to fully go through this with staff before the start of the new half term students will arrive slightly later on Monday 22nd February 2016. On that day they need to arrive at 8.50 a.m. and go straight to period 1 where the register will be taken.

If you have any comments over this letter please send them to me via my PA at office@oakmeeds.co.uk.

Yours sincerely,



C. J. Taylor B Ed, MA, FRSA
Headteacher