



Alsop High School

16 April 2024

Dear parent/carer

I hope this letter finds you well. Before the Easter Holiday, we wrote to you to inform you that the school would be closed for an additional training day on 15th April, in order to implement some key changes in the operation of the school. These changes include the launch of a new approach to behaviour management in school, with an enhanced reward system that dynamically rewards positive behaviour and engagement, as well as a renewed approach to restorative practice to underpin even more positive relationships between students and our staff. The behaviour management toolkit we have introduced will make our systems simpler, fairer and more consistent.

The purpose of this letter is to provide you with an overview of the information that has been shared with students during a rolling programme of assemblies this morning, as well as some discussions during an extended PDR session today.

Leadership of Alsop High School

Before we provide you with this information, it is important to share with you some key information about the leadership of Alsop High School. Mr Masher, after leading the school as Headteacher for the last three years, has left Alsop High School. I am sure you will join us in wishing Mr Masher all the very best in his future endeavours, and to thank him for his hard-work and dedication to the students and community of Alsop over the last three years. Mr Masher has been a passionate and committed colleague who will leave a legacy of improvement at Alsop for many years to come. From today, Mr Gary Evans (Executive Headteacher) and Christian Wilcocks (CEO of Omega Multi Academy Trust) will take over joint leadership (Co-Headteachers) of the school for the remainder of this term. The Trust have already commenced the national recruitment process to secure a permanent replacement for Mr Masher and we look forward to sharing this information with you in due course. Both myself and Mr Evans have many, many years in school leadership, having led three schools each as Headteacher/Principal in previous roles. We are very much looking forward to working together with the students and parents of Alsop, to ensure Alsop continues to transform and to provide the best school experience possible for each and every student.

Positive Behaviour – A fair and consistent approach to behaviour management

During the additional CPD Day on Monday 15th April, all staff engaged in training that aimed to ensure every student is supported within an environment that aims to get the best from them, and supports them in being successful. The core focus of the day was the idea of Positive Regard: ensuring students can expect all staff at Alsop to **Care for them, Support them, Encourage them** to be the best that they can be, but also **Challenge them (see Page 2 in the attached guide)**.



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Rewards (see Page 7 in the attached guide): As you know, the vast majority of students at Alsom behave well. They attend all of their lessons and they work hard. For those students, many of the changes in our behaviour management system will not present any challenge. But those students will benefit from the enhanced reward system, where students will collect reward stamps that they can cash in for prizes in the Reward Shop (Coming Soon!). We are consulting with students to gather their views regarding the kinds of items they would like to see in the Reward Shop, which will open later this half term. In the meantime, we are encouraging students to continue to work hard, behave well and collect as many stamps as possible.

For the minority of students, we need to be very clear and consistent in our approach when students make mistakes, or choose to behave in a way that disrupts learning, is disrespectful or unsafe. This was the main focus of the training yesterday and the assemblies delivered to students today and this is what the Positive Behaviour system aims to ensure.

We have provided you with a copy of the presentation delivered in Assemblies today, but these are explained as follows:

The Student Planner: Every student has been issued with a planner today. Planners are a great means of communication between home and school, but also provide students with the means of collecting their Reward Stamps. We ask students to have their planner with them at all times because these will also contain corridor passes and toilet passes, which will mean students are not unfairly challenged when they are out on corridors during lessons.

Student Expectations: Be Ready, Be Respectful, Be Safe: Our student expectations are **Be Ready, Be Respectful** and **Be Safe (see Pages 3-6 in the attached guide)**. Students are reminded of these very simple expectations at the start of every day, the start of every lesson and at the end of each day. Our reminder slides are included in the attached guide, and contain further detail about what this means in lessons and on corridors.

Mobile Phones: We accept that students may need to have their phones with them when they come to school. All we ask is that they are kept out of sight and switched off/on silent so that they do not disrupt learning or cause any other issues around school. Students have been reminded that, if students are seen using their phone, the phone will be confiscated and returned to the student at the end of the day.

Conduct Reminders (see Pages 8 to 10 in the attached guide): In every student's planner, you will find a section that includes Conduct Reminders. When certain issues are seen around school, these will be recorded in student planners, as a reminder about our expectations. These are simply reminders and are not recorded anywhere else unless a student reaches **10 Conduct Reminders** in a week. These can be issued around school or in lessons and are for issues such as missing equipment, uniform issues, or boisterous behaviour at breaktime/lunchtime.



Positive Behaviour in Lessons (see Pages 11 to 18 in the attached guide): Students are expected to attend all of their lessons and engage with their learning:

- Where students disrupt the learning of others, they will be reminded about our expectations and a C1 Reminder will be given.
- If the student disrupts learning for a second time, they will be reminded again about the expectations, and a C2 Reminder will be given.
- If the student disrupts for a third time, a C3 Warning will be given. We are asking students to be respectful of the learning of other students at this time and to avoid any further disruption.
- If the student continues to disrupt learning, they will be issued with a C4. Our aim at this stage is to allow learning to continue, so the student will be asked to work in another classroom with another teacher (Supervision Room). The students will be issued a detention with their class teacher, of up to 30 minutes (not on the same day).
- The student is encouraged to return to the classroom at the end of the lesson to talk to their teacher about the reason for the C4. If the student engages in a positive conversation, the teacher could rescind/cancel the C4 detention.
- Where a student is issued with a detention, parents will be notified via email.

Reflective Learning Centre (RLC): If disruption still persists in the Supervision Room after a C4 has been issued, a C5 will be issued, which means students will be referred to the Reflective Learning Centre for the remainder of that lesson. **(see Page 19-20 in the attached guide)**

The Reflective Learning Centre (RLC) is a new space in school, staffed by colleagues whose aim is to ensure students who are placed there, are ready to return to their next lesson. After this initial placement, a further day will be scheduled where colleagues will work proactively with those students to explore the challenges they are having and to try to find solutions. Students will also complete work that closely matches their timetable for the day, so they don't fall further behind in their learning. Students who require support in the RLC, will be provided with this support through the SEND function in school. This is to give students the best possible chance of success.

Unfortunately, there is still a risk that a very small number of students will demonstrate disruptive, disrespectful or unsafe behaviour in the Reflective Learning Centre, or refuse to engage with their placement. In these instances, a **C6 Suspension** will be issued. This is a Suspension for half a day (either morning or afternoon) and after this is completed, students will be supported back into school through completing their placement in the Reflective Learning Centre.

Positive Behaviour Around School (see Pages 21 and 22 in the attached guidance): Our conduct reminders (see above) are the main way in which we remind students about our expectations, in a non-confrontational way. These are intended to support our students in conducting themselves sensibly around school.



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C4B Detentions: There will be occasions when students will present with behaviour that requires a formal consequence. These are listed on Page 21 of the attached guide. When students choose to behave in this way, they will be issued with a Year Group Detention of 1 Hour (A C4B Detention). Where a student is issued with a detention, parents will be notified via email.

Serious Incidents (see Page 23 of the guide): On the rare occasion a student engages in serious misconduct in school, staff will report these as a C5B. All C5B incidents will be investigated thoroughly and fairly and an outcome will be agreed by Senior Leaders and the Headteachers. This could result in no action, where the reported behaviour was proven to have not taken place, or any other consequence, including C4B Detention, placement in the Reflective Learning Centre, or in extreme cases, Suspension or Permanent Exclusion. These events are expected to be rare and parents will always be informed when an incident of this nature is reported regarding their child.

Arrival to and from school: We have received concern from some visitors and parents regarding congestion at the front of the school, and within the main entrance, both at the start and the end of school day. We have therefore asked all students to only use the Student Entrance at the rear of the school when arriving to, and leaving school (Walton Village side). The student entrance will be staffed to ensure students can access the school at all times. This includes when students arrive late to school. On entry, students will be asked to show their planner to show they have this essential piece of equipment for the day. If they do not have their planner, they will be issued with a Daily Planner Sheet which they will need to check out with their Progress Leader at the end of each day.

Toilets: Students have expressed concern to us that there are only a few toilets open during lesson times. Whilst we encourage students to use the toilets at their breaktimes and lunchtimes, and have asked staff to refrain from allowing students out of lessons to go to the toilet, we recognise that there are occasions when students will need to visit the toilet during lessons. Staff have been issued with a Toilet Pass that they can issue to students and a note will be written in their planner. Staff on duty in each zone of the school will then unlock toilets to allow students to access these, where they have permission.



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Please refer to the attached visual guides that summarise the information provided above. As always, for students who have specific needs, we will always apply reasonable adjustment to these responses to behaviour to support students who need it.

I hope you have found this information helpful. We ask that you support us by checking your child's planner each day, and by encouraging them to bring their planner with them, every day. As always, if you have any questions or concerns about the information shared today, please do get in touch via the school email address (office@ahs.omegamat.co.uk).

Thank you for your support.

Yours faithfully

Mr C Wilcocks
Chief Executive Officer

Mr G Evans
Executive Headteacher

Brendan Conboy
Chair of Governors