

Dear Parents/Carers

**Re: Behaviour and Attitudes at Hollingworth Academy**

Firstly, allow me to thank you for your continued support in working with us to ensure the best possible outcomes for your child. Last half term we awarded in excess of 56,000 green slips to our pupils to recognise and celebrate their positive behaviour choices; green slips are an excellent way to signpost to families that their child is achieving well in school. Green slips are not only awarded for academic rigour, but focus on interpersonal skills such as manners, kindness and integrity. We have a green slip focus each week and this directs staff to highlight and celebrate specific behaviours and choices. Our green slip focus is posted on our social media accounts each week and provides pupils with concrete examples of how to achieve green slips. Running parallel to our green slip system, we have half termly awards assemblies, where we recognise the successes of pupils and present certificates and prizes, we celebrate pupils in categories such as 'Hollingworth Hero', 'Excelling Everyday' and 'Most Improved Attitude'. Furthermore, there are calendared reward-based activities that run throughout the year which give pupils an opportunity to reflect on their positive choices. A huge highlight of this is our presentation evenings, where we showcase the hard work, integrity, and positive choices of our pupils. This is a celebratory evening that is received warmly by the parents/carers of the pupils who are invited.

In order to continue to provide our pupils with a world class learning environment we have developed some of our systems surrounding how we manage negative behaviour choices in the academy.

After undertaking research and observations regarding behaviour management, and sharing good practice with other educational settings in the local area and further afield, we have developed a system that shares some commonality across the secondary education phase. The adaptations we are making are commonplace in most secondary environments. Our system has reasonable adjustments embedded in the practices; however, we understand that some pupils may have additional needs and may require a bespoke approach. Our staff will employ de-escalation techniques and at least two verbal warnings prior to issuing any red slips or sanctions. We always aim to give our pupils a choice and articulate this in our conversations with them when they are displaying negative behaviour choices. Therefore, with immediate effect, the following adaptations will be carried out:

1 red slip	60 minute same day detention
2 red slips	120 minute same day detention
3+ red slips	5 period link room placement and 120 minute same day detention
Removal from lesson	120 minute same day detention
On site truancy (a pupil is not in the location they are timetabled to be, without good reason)	60 minute same day detention
Late to lesson (without good reason)	60 minute same day detention

Further to this, there will be clear and concise sanctions in place for any pupil who chooses not to attend detention or any pupil who chooses to further disrupt detention or fails to complete the reflective work they are expected to carry out during detention. 120 minute detentions will be enacted as a consequence of continued poor choices; we never award a 120 minute detention, it always occurs as a result of a further negative choice made by the pupil after opportunities are provided for pupils to make a positive change.

**Any consistent and persistent refusal to comply with the standards set out in the behaviour policy will warrant a parental meeting.**

Failure to attend 60 minute detention	120 minute next day detention
Further disruption or failure to complete reflective work in a 60 minute detention.	120 minute next day detention

Our aim is to provide our pupils with a fresh start each day and in order to achieve this we must address and sanction behaviour as and when it arises. This means that red slips will not be carried over from previous incidents and each pupil will begin the day with a 'clean slate'. Positive behaviour choices are integral to the smooth running of the academy, calm and purposeful learning environments, and the wellbeing of the pupils at Hollingworth. We rely on your continued support in maintaining a strong home-academy partnership and open communication to enable us to provide the very best opportunities for our pupils. With your support I have no doubt that this academic year we will celebrate the successes of our pupils and showcase the talent that we have at Hollingworth Academy.

Should you wish to discuss any of the adaptations, please contact your child's form tutor in the first instance.

Yours faithfully



Bobbie Robinson  
Assistant Headteacher (Behaviour and Attitudes)