6th April 2022

Dear Parents and Carers

As we draw towards the end of an eventful term at Waseley, I wanted to keep you informed of a few upcoming changes for after Easter and thank you for your support and fantastic welcome.

This term has undoubtedly been one of the most challenging I have faced as a head in terms of staff absence and is well above any period of absence since the Coronavirus outbreak started in March 2020. As a school we made it a priority to ensure that we would stay open for all year groups because children need this normalcy and routine. I am proud that we have (touch wood) managed to do that so far.

I want to place on record my thanks to you and your children for your understanding and patience as we have had to make difficult decisions around open evenings and parents’ evenings, setting changes and rooming as we navigated this term. With new staff and, hopefully, after the holidays allows a rest, we will be able to enter a period of greater stability.

**New staff**

Next term we have several new staff joining the school at different times and in different positions. These include: -

* 2 new Assistant Principals
* Lead Practitioner in English
* Lead Practitioner in Science
* Lead Teacher in English
* Head of Art
* 3 new Student Welfare officers

We have also begun to and will continue to recruit for September with a new SENDCo and new teachers joining in English, Maths and Geography.

**Year 11 and 13**

Our ‘Final 30’ plans have got into full swing, and we have been able to develop a comprehensive and targeted set of interventions for our examination groups. Whilst we understand that this has meant some changes for students in other year groups, we really appreciate the support we have received to allow this to happen for these children who have suffered the most from loss of face-to-face teaching. We have now begun to develop our catch-up plans for years 10 and 12 so that these can begin immediately after the year 11 and 13 students depart.

**Year 9**

A huge thank you to year 9 parents for your understanding as we delayed our options and parents evening. After a casual glance at the staffing changes highlighted above and with changes to setting, I am sure you will appreciate why it was the best decision to make to postpone. We are initially looking at the 3rd week back for the options event/parents evening.

**Rewards**

After Easter our new rewards system will start to get into full swing. Positives will be given to students based on how they demonstrate the ‘Waseley ETHIC’.

E-xcellence

T-eamwork

H-onesty

I-ntelligence

C-onfidence

Each of the traits shown above will be awarded a points value and a variety of rewards will be linked to the accumulation of these on a weekly, half-termly, termly, and yearly basis. These will be developed with students and staff so that they are meaningful and used to promote the positive classroom environment that will enable all students to succeed.

**Homework**

Shortly after Easter we will be launching our new published and transparent homework policy. More information on this will follow so please keep an eye out.

**Curriculum**

As our new curriculum offer becomes embedded into learning, your children will begin to notice a much clearer focus upon knowing and remembering more within lessons. We are making a concerted effort to train and develop our staffing so that we are better able to deliver key learning to students and then check they understand it. Alongside this, we will be developing assessments so that we can more effectively unpick where students have learning gaps and fill these well before they get to key exams. More information will continue to be delivered throughout the rest of the year.

**Communications Charter**

Having listened to the feedback from parents, we have decided to create a communications charter for the school. This has been sent to you alongside this letter and will come into operation after Easter. We will amend this as we go forwards and take your feedback in terms of any improvements we can make.

I do, however, want to make it clear that we will not tolerate or accept any parents, carers or relatives being abusive toward staff. Whilst incidents have been thankfully rare, we ask that you understand that this is a school. Linked to this, you will only be seen if you have an appointment. Please do not turn up to reception without one as you will not be seen. Follow the detail set out in the charter should you require an urgent reply.

Have a restful break and thank you for your continued support.

Yours sincerely,



**Damian Belshaw**

**Principal, Waseley Hills High School**