Dear Parents/Carers 7th February 2022

As you know, I was delighted to be appointed as Principal at Waseley Hills from January 2022.   The first four weeks have provided a real opportunity for me to get to know students and staff. I have received a warm welcome and look forward to meeting parents when school events are taking place.

I have reviewed school routines and procedures and have already introduced some changes to ensure a prompt and consistent start to lessons.  Hopefully, your son/daughter has already told you that all teachers will meet and greet students at the classroom door and have a ‘Do Now’ task ready for students to begin learning straight away.

From conversations with everyone involved with the school, what has quickly become evident is that many stakeholders feel that there has been a clear lack of consistency around the behaviour and conduct of a small minority of students. In part, this is due to a lack of clarity around some of the basic expectations for everyone at the school.

Respect and Pride are two values that I feel are significant in conveying the expectations I have of students. The potential of the student body is enormous but not all learning behaviours are as good as they should be, and some learning time is interrupted by low level disruption. This is unacceptable as all young people have an entitlement to not have their learning interrupted

To support students in ensuring Pride and Respect are embedded the following expectations are being introduced from tomorrow Tuesday, February 8th.  All year groups had assemblies today where I outlined these in detail and reminded them about how polite, well mannered and intelligent the vast majority of them are.  Some students do, however, sometimes make the wrong choice, if students make the wrong choice, this will be followed by a clear swift and consistent consequence in order to ensure fairness and equality.

Waseley Way (students): 5 expectations in lessons (L1-5) and 5 expectations for outside lessons (O1-5).

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| **Behaviour around our School (O5)** | **Behaviour in our classrooms (L5)** |
| O1-Wear correct uniform with pride  | L-1 Be equipped and ready to learn |
| O2-Be calm and treat everyone with respect | L2-Have PRIDE in your work  |
| O3-Be on time to school and lessons  | L3-Listen effectively and act on instructions without comment.  |
| O4-No eating or drinking outside designated areas | L4-To be focussed on learning at all times.  |
| O5-All mobile phones and smart watches are off and in bags | L5-To answer questions fully. |

We will be training staff in how to issue consequences should students make the incorrect choice, as well training students to ensure that everyone is very clear on how they need to behave around the school.

These represent the start of a number of incremental changes that will be introduced in order to ensure that your children have the education they deserve. This is my number one job and I promise to focus relentlessly in pursuit of this goal.

I intend to hold an open event on Teams next Tuesday, 15th February to speak to you after a week of these expectations being in operation. More details of this will follow and there are some FAQ’s below. If you have any questions please use the website to send them in and I will answer these at the open event.

Yours sincerely



**Damian Belshaw**

**Principal**

**FAQ’s**

**1. My child catches a bus which leaves at 3.30pm so can’t do a 10 minute detention. What can I do?**

Firstly, should your child follow these basic expectations, as 95% do, then this will not be an issue. We have also moved the bus departure times in order to cope with this.

**2. My child has to collect a sibling. What can they do?**

As above, you child should follow the expectations. Should they be in a 30 minute detention you will be informed, should they be in a 10 minute one then you will need to communicate this with their Head of Year, who will make arrangements to inform you of any Consequence.

**3. My child was mistakenly issued an O or an L, but then reacted, I don’t think they should receive a further sanction, what can I do?**

The behaviour being sanctioned will be the reaction NOT the initial mistake. If a teacher has made an error, then I will deal with that, but we are human and we will make mistakes. It is critical that we act with calmness and respect, if a child reacts badly, uses profanities or walks off then we will treat this secondary behaviour separately from the original incident. We will always listen, but sometimes this may happen away from the classroom.