

7th December 2022

Dear Parents and Carers,

As 2023 approaches, it is helpful to reflect upon our progress over the autumn term and to look ahead, with optimism, to the new year.

This term, we have been hugely impressed by the quality of our students' work and their attitude to learning. This is in no small part due to the way in which students have engaged with core routines and our mantra of 'work hard, be kind'. Significantly, it is also down to the way in which you, as families, have supported our young people by ensuring that they attend each day, with the correct uniform, the essential equipment and their homework completed.

In January we will be adopting the Astrea Academy Trust Positive Behaviour and Relationships Policy. This will replace our current Behaviour Policy. This change represents a relatively small but important shift in the way in which we promote high standards, establish clear expectations and ensure a relentless focus on how we embed our core values: scholarship, curiosity, tenacity, respect and responsibility.

Our aim is to serve our community by providing the best possible education for our young people, so that they can be successful both now, and in the demanding world when they leave us at Ernulf Academy. The new policy will support our continuing work to create a positive, purposeful and respectful environment in which all students feel safe and happy and can excel in their learning.

The most significant change in January relates to the way in which we recognise and reward student achievement. Positive reinforcement is essential to our aims and must sit at the heart of all that we do. From January we will launch a range of approaches to reward and recognition including expanding our use of Achievement Points and Praise Postcards. We will also be introducing Golden Tickets (for excellent performance in a lesson), new Celebration Assemblies, awarding certificates for different achievement milestones, and introducing an Interform Cup competition in each year group, which will encompass a wide range of opportunities for participation and achievement. In addition, we will be launching a renewed range of student leadership opportunities ('the leadership ladder') to provide a clear and supportive pathway for the development of young leaders within our community.

These approaches will be complemented by our use of Character Cards in support of positive behaviour outside of lesson time. Character Cards, carried in blazer pockets by all students, are a

means of recognising ‘everyday’ acts which embody our core values, including kindness, courteousness, accepting responsibility and due care of school facilities. Character Cards are also an important tool for discouraging behaviours which can lead to disruption to learning and undermine the wellbeing of others.

Listening sessions: 14/15 December

Your views on our new approach matter to us, and so we will be running ‘listening sessions’ dedicated to the new policy on Wednesday 14 December (6.00pm) and Thursday 15 December (9.30am). These are group discussion sessions, led by the school leadership team, where there is an opportunity to share your views and experience and to ask questions. If you would like to book at place at either session, please use this online form [Listening Session Booking Form](#).

We will also arrange for further ‘listening sessions’ in January.

I’m conscious that we are sharing quite a lot of new information in this letter, so we’re including below some useful links and resources, together with a summary of the changes.

Topic	Link
The new Policy Document The new Positive Relationships & Behaviour Policy is available to view on the Academy website	https://www.astreaernulf.org/positive-relationships-behaviour-policy/
Frequently Asked Questions A FAQ documents is available to view on the Academy website. We will be updating FAQ throughout December and January in response to parent and student queries.	https://www.astreaernulf.org/positive-relationships-behaviour-policy/
Additional Queries or Feedback If you have any additional queries or wish to feedback on the new policy, please use this online form.	Additional Queries and Feedback Form

Summary of Key Policy Changes (for January 2023)
Extended and improved approaches to Rewards & Recognition We are excited about the range and diversity of opportunities for students to gain recognition and reward for their achievements. These include: <ul style="list-style-type: none"> • expanding our use of Achievement Points and Praise Postcards; • Golden Tickets for excellent performance in a lesson; • Celebration Assemblies, awarding certificates for different achievement milestones; • a new Interform Cup competition in each year group; and • the ‘leadership ladder’ – a range of student leadership opportunities to help our students become young leaders within the community.
The language we will use to describe consequences We are switching to more descriptive, helpful language to describe the consequences for behaviour which disrupts learning and/or negatively affects the wellbeing of others. C1 becomes ‘a verbal warning’ C2 becomes ‘a detention’ C3 becomes ‘referral to Reset Base’



Mobile phone confiscation

Mobile phone use is currently prohibited in school (without permission from a member of staff). If a phone is used, heard or seen it is confiscated by a member of staff. From January, the confiscation period will be extended to 24 hours – confiscated phones will be stored securely, parents will be informed, and the phone will be available for collection from student reception at the end of the following school day. Mobile phones should remain off and in bags for the duration of the time that your child is on the school site. Thank you for your support in reinforcing this expectation at home.

Lesson Punctuality

Punctuality to lessons is vital to ensuring that learning time is maximised and disruption free. Students will now be issued with an after-school detention (45 minutes) for being significantly late to lesson unless they have permission from a member of staff.

Lesson Period	Lesson Buzzer Time	Significantly late is
1	9.05am	after 9.10am
2	10.05am	after 10.10am
3	11.25am	after 11.25am <i>There is an 11.20am warning buzzer</i>
4	12.25pm	after 12.30pm
5	2.05pm	after 2.05pm <i>There is a 2.00pm warning buzzer</i>
6 <i>for Year 10 and Year 11</i>	3.10pm	after 3.15pm

I hope this has provided you with a helpful update on our planned changes. We strongly believe in the value of the home and school partnership. We thank you for your support and look forward to working with you in 2023 to bring even greater success to our school community.

Yours sincerely



Mark Neesam
Interim Principal

