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Principal: Mr G. Jones

26th November 2018

Dear Parent/Carer,

As you know, our work at Ormiston Meridian Academy is driven by our desire to achieve the best possible outcomes for our students and we regularly look to our practices to ensure they support this purpose. We have very high levels of expectation with regards to student behaviour. In our academy we want all our children to feel safe and happy. We expect good behaviour and good manners. We know you feel this is important too.

To support this drive I would like to share with you details of some changes to our systems of consequences which deal with the behaviour of the very small number of students whose conduct takes valuable time away from learning. Our expectations are made abundantly clear to all stakeholders via our website and the home and academy contract which was sent out at the start of term.

The two areas where there will be significant changes are the detention system and the use of reflection / internal exclusion.

Detention System

In all after school detentions students should reflect on the reasons they are being detained and the necessary changes in behaviour to be made moving forward. Students who behave in such a way that results in a Senior Leadership Team (SLT) Detention will complete this in the main hall, in silence and complete a set amount of work. We will not tolerate students disrupting learning or the smooth running of our academy.

May I remind you that in law, the academy does not need a parent's permission to detain a child, furthermore academies no longer have to give 24 hours notice. However, we will continue to give parents at least 24 hours notice by text and/or by a letter handed to the student.

The Friday SLT Detention usually lasts one hour. However, if the student fails to attend without good reason then the next stage will be a two hour Friday SLT Detention. Similarly, when a student is placed in a SLT Detention on 3 occasions in a term then their next SLT Detention will be for **two hours**. Furthermore, if students fail to attend any detention, we have the right to detain this student the next evening without notice in order to maintain effective discipline in the academy. In this circumstance, we will contact the parent by text using the contact number given to us.

Ormiston Meridian Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.



I am delighted however, to report that the majority of our students have never received an after school detention because they are self-disciplined, respectful, serious about their learning and achieving their potential.

Reflection/Internal exclusion

We will now be operating a two tier reflection/internal exclusion.

Tier 1 Reflection

Here reflection will operate in much the same way as it currently does. It will run from 10.00 a.m. to 4.05 p.m. Students will be placed in Tier 1 reflection under the following circumstances. Please note these are guidelines and the academy retains the right to make such decisions:

- Missing extended Senior Detention (detention will still be served)
- Persistent low level disruption
- Truancy, leaving a room without permission, refusing to leave a room when instructed
- Aggression/fighting resulting in little or no physical injury
- Damage caused to academy property (with reparation)
- Any other breaking of academy rules and expectations deemed unacceptable and requiring a reflective period

Tier 2 Internal Exclusion

Tier 2 Internal Exclusion will be a step up of consequences. Times will be different with a start time of 8.30 a.m. and a finish time of 4.05 p.m. Furthermore it will be a requirement that a parent/carer will attend a meeting at 8.30 a.m. on the first day of the time in Tier 2 Internal Exclusion. Possible behaviours that may result in Tier 2 Internal Exclusion include:

- Swearing at any adult working in the academy
- Bullying
- Racist or homophobic language
- Persistent failure to attend extended SLT detention
- Non completion/unsatisfactory completion of Tier 1 Reflection/Internal Exclusion placement
- Repeated Tier 1 attendance

The decision to place a student into Tier 2 Internal Exclusion will be decided by Senior Leaders at the academy.

Please note that the time students spend in Reflection and/or Internal Exclusion may range from 1 to 5 days.

In some circumstances (or for persistent refusal to follow Reflection/Internal Exclusion procedures) we may insist that internal exclusion takes place at other educational establishments, for example Ormiston Sir Stanley Matthews Academy.

Serious issues or repeated failure to follow academy behaviour expectations will still result in fixed term exclusion and possibly time spent in Reflection/Internal Exclusion. Under these

circumstances a discussion with parents/carers must take place before a return to the academy is allowed.

As is the case with the detention system the changes to Reflection/Internal Exclusion will only affect a minority of students, currently less than 2% of the student body. These changes will also be communicated to students in assemblies week beginning 26th November and be in place week beginning 3rd December.

We have introduced these changes so that we continue:

- To maintain a culture of achievement, ambition and learning everywhere in the academy and ensure no learning time is ever wasted.
- To provide complete clarity for all staff, students and parents/carers about behaviour standards and the consequences of misbehaviour.
- To encourage all students to take responsibility for their own actions.
- To facilitate teachers to deliver engaging and creative lessons.

We would ask that you support the academy with these new initiatives and reinforce to your child the importance of following our expectations.

Should you require further details please contact either; Head of Year, Mr Chester, Mrs Berrisford, Mr Martin or myself.

Yours sincerely,

A handwritten signature in black ink that reads "G W Jones." The signature is written in a cursive style with a large initial 'G' and a long, sweeping underline for the 'j' in 'Jones'.

G W Jones
Principal