



# ST GEORGE'S ACADEMY

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*Limited by guarantee*

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Dear Parent/Carer

## **New Code of Conduct, Ladder of Consequences and System of Rewards**

Apologies in advance for the length of this letter. It contains important information about new measures we are putting in place, including details about actions for you as parents. These new measures have been arrived at following an extended project involving all senior and middle leaders at the Academy and in consultation with a parental working party. The Academy Student Council have also been involved in deciding on rewards.

You may know that across the country, schools are experiencing new challenges in terms of behaviour post pandemic and in the current cost of living crisis. We know that we at St George's Academy have weathered the storm better than most – supply teachers, visiting professionals and returning staff often tell us so. We also know that the VAST majority of our students behave well and meet our expectations every day. We do, however, acknowledge that there are some students persistently not meeting our expectations for a wide range of reasons.

This letter is to set out how we plan to encourage all students to rise to meet our expectations through a new system of rewards. It also sets out a new, simple code of conduct to help all students understand our expectations. It also explains a new ladder of consequences for those students who do not meet our expectations. Importantly, it also explains your role as a parent, how we want to work with you moving forwards and how we intend to support you through better communication around behaviour events.

We are launching most of these new procedures and processes at the start of Term 6 so that the students can get used to them before the new academic year and so that we can refine any elements as necessary.

## **System of Rewards**

You will be aware that we introduced a new reward system this year linked to our Academy values, called Dragon Points. At our launch at the start of Term 6, we will be removing ALL negative point scores. Negative events will still be recorded, but they won't carry a point score. We don't want negative points to detract from any positive rewards the students have earned. In Term 6, reward points will count towards end of year reward activities. From September, students will collect their reward points in their planners and they will be able to trade them in in our new REWARD SHOP. Here they will be able to 'buy' stationery equipment, tuck shop items, lunch passes and food vouchers or save up for higher value items, such as a 'Prom Pamper Voucher' or a cinema voucher. We hope this wide range of desirable rewards will help motivate students of all ages to demonstrate the Academy values and live by the Academy motto of 'Aiming High to Achieve Excellence for All'.



St George's Academy  
**Partnership**  
School Centred Initial Teacher Training



## Code of Conduct

The Code of Conduct has been designed to be really simple and far-reaching. It consists of three simple rules, easily understood as follows:

<b>Work hard</b>	<b>Show respect</b>	<b>Stay safe</b>
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## Ladder of Consequences

We want to help students make the right choices and support them to meet our expectations. We have devised a really clear ladder of consequences with standardised language so that students understand exactly where they are on the ladder of consequences and can adjust their behaviour accordingly. It is worth reiterating that the VAST majority of our students already meet our expectations and the ladder of consequences will limit the extent to which another student can unfairly impact on their lesson.

The ladder is as follows:

### Step 1: Reminder

This is not a reprimand, it is a simple reminder to support the student to adjust their behaviour. The student is not being 'told off' at this point.

### Step 2: Verbal Warning

The teacher will make it clear that the student is now on step 2 and that there will be further consequences if the behaviour continues. If the student does not get beyond step 2 in the lesson then the teacher will recognise and praise the improvement.

### Step 3: Formal Warning and Teacher Detention

This means the student has disrupted learning for a third time. They will be issued with a 15-minute break-time teacher detention. It will be logged on MCAS and the parent will see a sticker in the student's planner with brief details of what happened. This means you can support with a reinforced message at home.

### Step 4: Departmental Removal and Departmental Detention

If the behaviour persists, the student will be removed from the lesson to prevent further disruption to the learning of others. They will be required to work in the back of a different classroom and will be issued with a 30-minute after-school departmental detention. Parents will see this on MCAS, on a sticker in the planner and they will also receive a phone call to explain the issue. Again, this means you can support with a reinforced message at home.

### Step 5: SLT Removal and Classroom Isolation

If the student disrupts the departmental removal room, or has a second departmental removal in one day a member of the Senior Leadership Team will remove them and they will be placed in isolation for the remainder of the day. Note that students who display unsafe or highly disrespectful behaviour in a lesson, will go straight to Step 5 without passing through steps 1 to 4. Depending on the incident, this could result in suspension.

### Senior Leadership Detention

In addition to the ladder of consequences, we run a Senior Leadership (SLT) Detention for 1 hour on a Friday night. Students may be placed in SLT detention for one of the following reasons:

- Missing or full conduct card
- Missing planner
- Failure to attend a Departmental Detention
- Failure to attend a Student Progress Manager Detention


If a student does not attend an SLT detention on a Friday night, parents will be informed and students will be given one more chance to attend before the consequence is escalated to a Parent Escorted Detention on a Thursday from 5.30pm – 6.30pm at the Sleaford Campus. A member of the Senior Leadership Team will speak to parents ahead of this consequence to discuss how they can ensure their child attends the second chance at the SLT detention – we want to work together to avoid a student ending up in a Parent Escorted Detention, which should be seen as a last resort in terms of the ladder of consequences.

### Refusal to Comply

One final element of the new system relates to student refusal to comply. All students should follow the instructions of all adults in the school and refusals to do so are dealt with through the ladder of consequences as already outlined. However, the Academy will not accept responsibility for the safety of a student who refuses to follow the instructions of a senior member of staff. As such, parents will need to collect the student and a one-day suspension will be issued. The consequence for this is then followed by a Parental Escorted SLT detention as outlined above.

At this point, it seems timely to reiterate that the VAST majority of students meet our expectations. These negative consequences are by no means inevitable. The positive consequences outlined in the rewards section are entirely possible. We want to ensure the students understand that they need to adhere to the code of conduct for the sake of the learning environment for all students, but most importantly to improve their own life chances.

We also understand that after-school detentions present some parents with some logistical difficulties. It is worth noting that the government states:

 Department for Education	<b>Detention</b> Schools don't have to give parents notice of after-school detentions or tell them why a detention has been given.
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You will be pleased to hear that we are taking a much more supportive approach with our parent body. Due to our rural setting, we will always give parents 24 hours' notice of an after-school detention. To aid parents in supporting the school by reinforcing the message at home, we will always give parents the reason for the detention and this will be communicated on the consequence sticker and/or by phone call.

We will, however, require parents to make the necessary transport arrangements. This may involve drawing on their extended network of family, friends and neighbours. Where after-school detentions are difficult for you as a parent, you will need to really impress upon your child that these negative consequences are entirely avoidable.

As you can see from what has been outlined so far, the planner will be a key vehicle of communication moving forward. In order to ensure you are kept informed about your child's behaviour, homework and other key information, we will be re-focusing on using the planner in every lesson. Any detentions or notes will be placed in the planner. As such:

**It will be extremely important for your child to have their planner every day.**

Please ensure your child places it back in their bag after they have used it because arriving at school without the planner will result in an after-school detention on a Friday night, in the same way that a missing conduct card currently does. As a parent, we would like you to do your very best to look in your child's planner every day. Consequence stickers will have a space for your signature.

Inevitably, the Ladder of Consequences has taken much more explanation than the System of Rewards and may, as a result, appear to be the dominant feature of the letter. I'd like, therefore, to reiterate that the VAST majority of our students meet our expectations every day and I am much more excited about our Reward Shop than I am about the prospect of a Parent Escorted Detention, where I genuinely hope the member of the Senior Leadership Team running it is regularly lonely! We really hope the System of Rewards and the simple Code of Conduct help all students understand how to meet our expectations and that the clarity of the Ladder of Consequences helps students adjust their behaviour in a timely fashion, so that lessons are not disrupted and so that the individuals concerned improve their life chances through valuing their educational opportunities.

Thank you for getting to the end of this long letter and also for your continued support.

Yours sincerely



**Mrs L Caslin**  
Principal