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Tel: 01623 742722

Fax: 01623 742206

[enquiries@shirebrookacademy.org](mailto:enquiries@shirebrookacademy.org)

[www.shirebrookacademy.org](http://www.shirebrookacademy.org)

Common Lane

Shirebrook

Nottinghamshire

NG20 8QF

Dear Parent/Carer

We hope you have enjoyed a restful half-term break. We are looking forward to welcoming students back and hope to have a really positive start to the new half-term.

We are just over half way through the school year, which is an ideal time to reflect on the successes we have shared since September and look collectively at any things we can do better moving in to the second half of the year – particularly regarding behaviour and standards.

Although the overwhelming majority of students do the right thing every day, the small minority sometimes fail to meet our basic expectations and we are determined to put this right.

We would like to take this opportunity to (re-)introduce ourselves to everyone, having recently been appointed to the position of Assistant Principal for Behaviour and Inclusion at Shirebrook Academy. Below is a brief introduction to ourselves, our vision, our values and our aims for the short and long-term future.

### James Edwards

I joined the Academy as a trainee in January 2011 and I am proud to have worked here in a number of roles ever since. Most of you will know me as a teacher of languages, and I have been privileged to work as Head of our outstanding Languages department for the last seven years.

One of the strengths of our department is behaviour for learning and I am really excited to develop this strength positively across the whole school, with a heavy focus on rewarding our fantastic students, as well as ensuring students know the difference between right and wrong and begin to make more positive choices to prepare them for life.

I am passionate about breaking down barriers and believe that all schools, regardless of context, can and should have high standards of student behaviour. I have very high expectations of students, and aim to ensure that our school culture will consistently promote high standards of student behaviour, and that students will be role-models for each other, regularly demonstrating our Academy Character Values (Compassion, Honesty, Integrity, Courage and Kindness).

### Alex Marsh

I am extremely proud to have been associated with Shirebrook Academy since 2007. I have completed a number of different roles during this time with my most recent position being Head of Year 7, Transition and a teacher of Physical Education. I'm a big believer in our school's mission statement, especially 'being a community of inspiration'. We as educators have a responsibility to ensure all students at Shirebrook Academy have the opportunity to develop strong character values that promote a positive attitude towards their learning and beyond. Developing this intrinsic motivation helps shapes students into making the right choices both in school and the wider community.



Shirebrook Academy has always had high expectations and I believe that all positive behaviour should be recognised and rewarded to highlight the outstanding behaviour the majority of our students consistently display. This is something I will look to develop further within my new role.

However, we understand that young people will sometimes make mistakes and it's our job as educators to ensure these young people learn from their mistakes and with support are able to rectify their behaviour.

### **Adaptations to current behaviour for learning systems**

In line with our values and vision for behaviour for learning across the Academy, we will be introducing some adaptations to our current systems.

Below is an outline of the changes, which will be coming in to place for all students from Tuesday 1<sup>st</sup> March 2022.

- Character Values Behaviour Cards
- Behaviour for Learning Warning Cards
- Adaptations to the Behaviour for Learning Consequence ladder (detailed below)
- Daily, Weekly and Termly rewards for positive behaviour

The biggest adaptations to the Consequence ladder for parents/carers to be aware of is the introduction of an immediate after-school detention for students who receive a request for on-call during lesson time P1-4 on a particular day.

Students who receive a request for on-call during lesson time P5-6 will serve an after-school detention the following day. A text or phone call home will be made informing parents of this, and, as usual, mini-bus transport home can be provided if necessary. Failure to attend will result in a Principal's detention after-school on the coming Friday.

Please note – in line with our push for high standards from all, if a student refuses to follow instructions of a member of staff following reasonable requests, reminders of expectations and consequences, this will result in consequences as outlined in our Behaviour for Learning policy, including fixed term suspensions. These strategies work in a number of local schools and we are confident that introducing them at Shirebrook will have a positive impact.

Form tutors will be leading a number of activities to students during form time and their Personal Development lesson on Tuesday 1<sup>st</sup> March 2022.

Should you have any questions, please do not hesitate to contact us. A copy of this letter will also be shared on the Academy website and Twitter page.

Many thanks for your anticipated support. We are really excited about the positive challenge ahead, and look forward to working closely with staff, students and parents to drive forward the improvement of standards across the Academy.

Yours faithfully,



**Alex Marsh and James Edwards**  
**Assistant Principals, Behaviour and Inclusion**