

Dear Parents and Carers,

Monday, February 20, 2023

I hope you have all had a wonderful half term break.

I am writing to share some of the ongoing work which has been taking place around our behaviour policy and systems in school. Prior to the end of last half-term, we undertook a survey to gather the views of our staff and students with regards to the impact our behaviour policy has had since it was introduced in September on achieving our aim of 'disruption free learning'. Please find below a summary of the findings and some of the changes we will be introducing to our policy with immediate effect.

Student Voice – What have our students told us?

It is a pleasure to share with all parents and carers that the majority of our students get it right day in day out, demonstrate 100% opt in to their learning and are a credit to you and our school community. Our Senior Leadership Team and Curriculum Leaders walk the school with pride and speak to students in their lessons or observe them working hard in different subject areas. We are encouraging students to speak confidently about the work they are studying so they can share the powerful knowledge they are learning and understand how their learning links to previous and future learning. Student Voice recently informed us that 99% of lessons start with a Connect retrieval activity and that students understand the purpose of these activities which is to free up the working memory to reduce cognitive load (a form of stress) which helps them to learn by changing their long-term memory.

From the survey results, it is fantastic to report that 97% of our students have stated that they are clear or very clear about the high expectations we have for all of our students. It is also important to note that nearly 80% of students have noticed an improvement in behaviour since the changes were made in September. In light of the feedback, there is unanimous agreement from our students that our behaviour policies need a few small changes. To ensure our students have the confidence that we have listened to their feedback we have reviewed our behaviour policy and made the changes requested of us. These changes, which are outlined below, will address the behaviours being displayed by a small number of students who cannot make the right choices in school and are not following The Suthers Way inside or outside of the classroom.

The survey has shown a significant reduction in classes impacted by low level disruption and this is noticeable across the school. All visitors have commented that learning is purposeful and students are focused and engaged. However, feedback from our students indicates that in some lessons low level disruption (students talking at inappropriate times or when they should be working silently) is impacting on their learning. We are working with our teachers to ensure this is not the case. We have committed to disruption free classrooms and we continue to uphold this to ensure every student has the opportunity to excel in a classroom that is conducive to learning.

Finally, the survey identified growing frustration from our students with a small minority of students who arrive late to lesson and disrupt learning during the Connect retrieval activity. We continue to share the importance of being punctual to school and to all lessons as this will be the expectation when students embark on employment. We are committed through our values to ensure students are prepared and understand what this will look like once their school journey finishes with us.

 **The Suthers School**
Cross Lane
Fernwood
Newark
Nottinghamshire
NG24 3NH

 +44 (0) 1636 957690
 www.suthersschool.co.uk
 contact@suthersschool.co.uk
 @SuthersSchool
 thesuthersschool

Head Teacher
Nicola Watkin BA (Hons), PGCE, NPQSL
Executive Head Teacher
Andy Seymour BA (Hons), PGCE, NPQH



THE
SUTHERS
SCHOOL

What changes have we made to our behaviour policy?

The following changes will take place with immediate effect:

1. If any student receives a C2 in class or out of class for poor corridor conduct then they will receive a detention after school the next day for 30 minutes. Parents and carers will be informed of this via an email which will state the reason for the removal from lesson or for the corridor conduct. If a student receives a C2 on a Friday, the detention will take place on the following Tuesday after school.
2. If a student receives three C2s in a week they will be placed in internal seclusion in our Respect and Responsibilities (RR) Room followed by an hour SLT detention after school the following day. If your child gets the bus to and from school there will still be a bus at 4pm on Tuesday to Friday.
3. Any student who is late to a lesson without a note outlining a valid reason for their lateness will receive an after-school detention on a Friday for the minutes they have missed that week due to lateness.
4. Students will no longer complete restorative work as they enter the RR Room. Feedback received suggested students were not always as reflective as they could be or on occasion a staff member hadn't signed it due to another commitment. Students will therefore be given work on arrival in the RR Room or will take their class work with them to complete. We are encouraging all teachers to have the restorative conversation with the student when in detention so they can start a fresh the next lesson.

If you would like to meet with a member of staff to discuss your child's Character and Academic Success and this falls out of the dedicated CAS evening time slot for this year, please do get in touch with contact@suthersschool.co.uk so we can arrange for an appointment to be made with the appropriate member of staff.

Penultimately, we are proud to acknowledge that all visitors continue to feel the warmth of our school. We receive regular positive feedback about our calm environment and the purposeful learning taking place. We would therefore like to provide the opportunity for any parents and carers to visit school this half term to have a tour with a Senior Leader and have the opportunity for a question and answer session. If you would like to see what learning looks like at The Suthers School then please contact L.Wallbank@suthersschool.co.uk.

We would also like you to join us at our Family Forum meeting on Monday 20th March from 5.30pm-6.30pm. Our single agenda item will be sent out nearer the time for you to confirm your attendance. Finally, we would like to thank you for your continued support to ensure your child attends well, is punctual and fulfils our TORCH character strengths.

Yours faithfully,

Nic Watkin
Head Teacher