

26<sup>th</sup> May 2023

Dear Parents/Guardians,

## **Behaviour System**

I want to extend a huge thank you to you all for what has been a very good start to the new Behaviour System at Montsaye Academy. I would also like to take this opportunity to apologise, we planned to host a virtual parent's event when introducing the system however the technology failed us. We worked tirelessly to rectify the issues however unfortunately, we could not host the event.

During this final week of term, we have welcomed parents into school to discuss and feedback the new behaviour system. We value this feedback highly as it furnishes us with a different perspective of the system allowing us to refine it to ensure we deliver an excellent service to the Montsaye Academy community. The feedback we have received has been invaluable and some of the suggestions we discussed will be implemented after half term however others need greater thought and will be implemented further down the line.

I would like to take this opportunity to outline the behaviour system below, this will include our ERA Learning Expectations, our warn remove system and our rewards and sanctions. As with any system it is imperative to refine constantly to ensure it is the best it can be, we will continue to quality assure the system and make any small necessary changes.

### **ERA Learning Expectations**

Our ERA Learning Expectations are the bedrock that everything the academy is built upon, these support all stakeholders in the academy to build positive relationships centralised round mutual respect. We have refined these to three expectations that are supported by the academy's non-negotiables. Our ERA Learning Expectations are:

- Be polite to the member of staff and other students, following instructions first time without answering back. (Excellence)
- Arrive on time to all aspects of school life with the correct equipment, homework and uniform. (Resilience)
- Complete all tasks to the best of your ability without distracting others. (Aspiration)

Non-negotiables include the below list however this is not an exhaustive list:

- Swearing
- Fighting
- Alcohol/drugs
- Truancy
- Weapons
- Defiance
- Damage or interference with health and safety equipment (for example fire alarms)

### Warn, remove system

If students cannot meet these expectations, they will be sanctioned using the academies warn, remove system. The warn, remove system has a number of layers, the first is that staff will connect before they correct. This means that the teacher will support the student by ensuring they have everything to complete the work, the work is of appropriate challenge and refocus the student to their learning. If the student continues not to meet the expectations, then the teacher will correct before they consequence. This means that the teacher will return to the student, model to them how to complete the work and support them using a variety of strategies to focus the student on their work.

After this, if students are not meeting the ERA learning expectations, they will be given a warning and support to meet the expectations. If students continue not to meet the learning expectations they will be removed from the lesson and taken to the On-site Provision (OSP) for the remainder of that lesson. Reasonable adjustments will be made for any students that we feel needs additional support.

### Sanctions

In order to support learning, there may be times where students need extra-support to make better behaviour choices in the academy that will better prepare them for life beyond Montsaye Academy. Our academy expectations will support students at college, University, the workplace and in social environments.

The escalation of sanctions for a day is as follows:

- 2x warning or less – there is no formal sanction.
- 1x removal – student will be removed from the lesson for the remainder of that lesson.
- 2 removals in one day – student will go into OSP for five lessons (if removed P4 they are in OSP for the rest of the day and 4 lessons of next day).
- 3 or more warnings in a day – student will be taught in OSP the following day.

If a student demonstrates behaviours that break our non-negotiables, students will immediately be removed from the situation and sanctions will be decided by the Senior Leadership Team on a case-by-case basis.

### Rewards system

Our rewards system has been communicated to you previously, we have listened to feedback from students who have shared ideas to improve the system. We are going to be working with a group of students from all year groups to improve the Rewards System and we will communicate with you when this is ready to be launched.

Thank you for your continued support, I look forward to continuing to work together to ensure we furnish our students with excellent opportunities that will positively impact their futures. If you would like further clarification or you would like to offer feedback, please do communicate with us by ringing reception or emailing me at [drogers@montsaye.northants.sch.uk](mailto:drogers@montsaye.northants.sch.uk).

Have a wonderful half term and we look forward to welcoming the students back in to the academy on Monday 5<sup>th</sup> June 2023.

Yours faithfully



Daniel Rogers  
Assistant Vice Principal



Gopal Baria  
Senior Vice Principal