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25 April 2022

Raising Standards at Penair

Dear Parent / Guardian,

At Penair we are always striving for high standards, and at this time of year, we review various policies and look to improve the way we do things. This process requires honesty in comparing where certain standards are currently, compared to where we would like them.

At Penair we are passionate about the right of every pupil to a high-quality education in an environment that allows them to achieve and exceed their potential. We want to create a culture that is **calm, safe, and professional** at Penair. An environment that is conducive to learning with no one pupil's behaviour allowed to negatively affect the learning of others. Staff and pupils who are motivated in their teaching & learning and proud to be a part of Penair School. We also believe that pupils should always dress professionally thus preparing them for future employment.

I am therefore writing to inform you that after reviewing the behaviour and uniform policies, there will be some changes made from **Monday 9th May**. It is fair to say that standards of behaviour and uniform are not currently where we would like them, and we are going to tackle these head on.

Attached to this letter are the new working procedures for behaviour and uniform from Monday 9th May. Pupils will have been informed of these changes through assemblies and tutorial sessions. I would encourage you to read these procedures carefully, as they will be implemented relentlessly and rigorously by all staff.

Some logistical changes from the 9th May

- Pupils will enter the school through one entry point which will be the main gates in the Astro Turf car park – uniform, jewellery and phones will be checked on entry.
- These gates will be locked at 8.28
- If a pupil arrives after these gates are locked, they are to use the 'Late gate' which is the gate shared by Happy Days Nursery. This will be staffed from 8.30-8.50 with names recorded.
- There will be a new bell at 8.25 to get pupils moving to registration.
- There will be a new centralised Lunchtime Detention each day
- There will be clear 'out-of-bounds' signs in certain corridors during school day
- No pupil will be allowed in the school building before 8.30 and during the day UNLESS wet/using designated toilet.

Penair School - Registered in England and Wales
Company registration no: 07557657 Charity no: XT31925

- The main reception corridor will be PERMANENTLY out of bounds

**The following is a summary of some of the changes that will be implemented from Monday
9th May**

UNIFORM	
Expectations	Failure to arrive in correct uniform
<ul style="list-style-type: none"> You arrive to school in the uniform as detailed in our uniform policy. Your parents have been sent a copy. Your uniform will be checked on entry to the school each morning. Jewellery, 2 studs, (confiscated on entry), zip bag No white socks (you will be given a pair of black) No nose studs No trainers – especially white trainers 	<ul style="list-style-type: none"> You will be escorted to the Removal room. You will be given the item/s of uniform that you are missing in exchange for your mobile phone or Smart watch. No sanction on first occasion. At the end of the day you will return the items and collect your phone/watch If you are seen by a member of staff not wearing uniform correctly, during the school day, 2 Point detention (lunchtime) Every 4 uniform points = one school day in Removal room
Everything is logged on Class Charts	

MOBILE PHONES & SMART WATCHES	
Expectations	If phone is seen during the day
<ul style="list-style-type: none"> They are not seen on the school site at any point of the day including lunchtime. This includes leaving the school site 	<ul style="list-style-type: none"> 1st time – 2 Point detention (lunchtime) and phone confiscated. 2nd time – 3 Point detention (after-school) phone confiscated 3rd and every time – 4 point Removal room.
Everything is logged on Class Charts	

Chewing gum	Bad language
<ul style="list-style-type: none"> Not allowed on school site 2 Point detention each time (lunchtime) 	<ul style="list-style-type: none"> If heard by a member of staff will be a 2 Point detention (lunchtime) This not professional and would not be tolerated in the workplace.
Everything is logged on Class Charts	

LATENESS

To School

- If not in school before the gates close at 8.28.
- 1st – Verbal warning
- 2nd – 2 Point detention (lunchtime)
- 3rd & 4th – 3 Point detention (afterschool)
- 5th and every – 4 Point Removal room
- Text/letter to parent

To class

- Once class is seated you are late
- 1st – 2 Point detention (lunchtime)
- 2nd – 3 Point detention (after-school)
- 3rd & every – 4 Point Removal room

Everything is logged on Class Charts

TRUANCY

(NOT ARRIVING TO OR LEAVING A LESSON, OR LEAVING THE SCHOOL SITE WITHOUT PERMISSION)

Instant ONE school day in Removal Room

Any attempt to run away from or ignore a member of staff when truanting will result in Parents being called into school site to find you and take you home. A fixed-term exclusion will be issued followed by ONE school day in the Removal room.

Everything is logged on Class Charts

Our new procedure document clearly details the different consequences for different behaviours that we encounter. Clearly there needs to be a different tariff for more serious breaches of these procedures. For example, if a child truants from a lesson and/or refuses to follow reasonable instructions, they cannot be deemed to be safe. In this situation parents might well be called into the school to help locate their child.

If a child displays any red card behaviour which is deemed very serious, a ‘fixed-term exclusion’ might be given for this. The first day following any fixed-term exclusion will be spent in the Removal room.

The procedures on uniform and behaviour will be applied rigorously, relentlessly, and fairly. We believe that by giving parents and pupils two weeks to prepare for these changes is the fairest way to avoid confusion. Pupils with a SEND need will have ‘reasonable adjustments’ made to the nature of the work completed in the Removal Room or any detention. Similarly any pupil with a medical condition will receive the same ‘reasonable adjustment’. If there are any reasons why your child would be unable to comply with any of the rules contained in these procedures, could you please inform me in writing, and I will be happy to meet with you and discuss how we can work together to resolve these issues.

We are also looking to launch a new rewards system with students, and I will be working with groups of students to find out what rewards system would motivate them to achieve their very best.

I would be very interested in parents' views on these and other matters of procedure at Penair School. I believe that having an open dialogue is incredibly important in maintaining the right culture here at Penair. If you would like to attend an open forum to discuss these matters, I will be hosting an event on Thursday 5th May from 6-7pm here at Penair School in the Main Hall.

If you would like to attend this event, please click on this link
<https://forms.office.com/r/Puu50kY5ay> or email enquiries@penair.cornwall.sch.uk so that I have an idea of numbers attending.

Thank you for your attention and support on these matters

Yours sincerely,

J Hocking

Mr J Hocking
Assistant Headteacher Behaviour and Rewards