



Our Ref: HRu/CAd

19 July 2022

Dear Parent/Carer

For the past term at Sybil Andrews Academy we have been reviewing the Academy's Behaviour Policy. We have gone through a lengthy process of consultation ensuring that we have taken on board views from key stakeholders: staff; students; parents and governors. Additionally, we had a Behaviour Review in June 2022, whereby we spent time with the CEO of another Trust to explore:

- Our journey as an Academy since the policy was implemented in September 2019
- Areas which had led to an improvement in behaviour
- Areas which needed consideration
- Next steps for the Academy taking in to account significant changes since September 2019

We concluded that a great deal had occurred in the past 3 years, not-withstanding the pandemic and the impact this has had. Ultimately, it was agreed that a new policy will be implemented from September 2022 onwards.

At our most recent parent forum, in June 2022, we explored the new policy with a group of parents and solicited their feedback which was extremely helpful in finalising the policy before it was ratified by the governing body.

The principles of the new policy are very simple:

- To create a culture of exceptional behaviour: for learning; for community; for life
- To ensure that all learners are treated fairly, shown respect and to promote healthy relationships.
- To help learners take control over their learning and behaviour, therefore, to be responsible for the consequences of it.
- To build a community which values kindness, responsibility, courage, and empathy for others.
- To promote community cohesion through improved relationships.
- To ensure that excellent learning and behaviour is a minimum expectation for all.

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Key changes within the new policy are as follows:

- Two policies in place relating to behaviour: Behaviour for Learning policy, which focuses on classroom behaviour and the Behaviour Policy, which details the Academy's stance on specific incidents and outlines the school rules.
- An agreed approach to classroom management, adopted across the Academy – similar to the SAA Lesson.
- Moving to one warning only, prior to a detention being issued.
- Detentions to be 60 minutes only, running every day after-school.
- Isolation to be used in place of fixed term exclusions (where possible, focusing on re-education and ensuring Academy Values are upheld). This will be called Internal Exclusion.

Based on above from September 2022 – onward, we will be focusing on:

- The application of the Behaviour for Learning policy, to ensure our expectations of learning are upheld throughout Academy life.
- A consistent approach to behaviour being in place, meaning that there are clear routines, rules and systems in place which all at the Academy adhere to.
- An emphasis on rewarding the majority who get it right, day in and day out.
- An expectation that the Behaviour Policy, which outlines our rules and stance on incidents is followed and referred to throughout any and all instances of behaviour.

To facilitate the above we are expanding our pastoral team to ensure support within each year group is consistent and able to apply each policy effectively:

- Each year group will have a Head of Year and full-time non-teaching Pastoral Officer.
- Every child will have a full-time form tutor or tutors.
- A full-time member of staff to oversee Class Removal and Internal Exclusion, with a focus on correcting behaviours and teaching positive behaviour.

Additionally, we are making a set of guarantees regarding concerns or issues raised:

- We will endeavour to respond to queries within 48 working hours.
- We will endeavour to arrange a meeting (in person, phone, online) within 72 working hours.
- If your query is for the Deputy Headteacher or Headteacher, we will get back to you within 24 working hours, directing you to the right person or resolution.

The simplest and easiest way to get in touch with the Academy is to use our central email, which is monitored throughout the day: saa@sybilandrewsacademy.co.uk

We want to emphasise that the change in policy is to ensure that students at Sybil Andrews Academy are offered the very best education they can be, therefore being able to focus on



developing their academia and who they are as a person – understanding British Values, personal development and employability skills to name a few. We do not apologise for setting high standards and we will stand by our Behaviour for Learning and Behaviour Policy as it is implemented in September 2022 – onward.

Both policies are now live on the website, to read in full please follow these links.

<https://www.sybilandrewsacademy.co.uk/documents/behaviour-policy/>

<https://www.sybilandrewsacademy.co.uk/documents/behaviour-for-learning-policy/>

We would like to thank staff, students, parents and governors for their contribution to these policies and look forward to continuing to grow and develop as a community both at the end of this academic year and into the next one.

Yours faithfully,

A handwritten signature in blue ink, appearing to read 'HR', is written over a light blue grid background.

Mr Harrison Ruffell
Deputy Headteacher