



# Guru Nanak Sikh Academy

Aspire ~ Acquire ~ Achieve

Founder: Sant Baba Amar Singh Ji

Chief Executive Officer: Mr Jaskamal S. Sidhu

21<sup>st</sup> February 2023

Dear Parent

## RE: Behaviour Policy Changes

As you will be aware from the school's Behaviour for Learning Policy, we use a graduated consequence ladder system (alongside our rewards system) to support pupils with 'getting it right' in terms of our expectations of them each day; both in terms of their conduct and their organisational skills/preparation for learning.

Our policies are in place to support staff with maintaining a safe, happy, purposeful and engaging learning environment for all. This not only encourages good conduct and a happier school day-to-day, but also creates a positive learning environment for our pupils at Guru Nanak Sikh Academy. Teachers have limited resources to support pupils with improving their conduct and/or organisation. Reflections (detentions) are an important part of delivering a clear message to pupils that any inappropriate behaviour will not be tolerated and will have consequences, just as it would within wider society.

**From this half term, there will be some changes to the school's Behaviour for Learning Policy and therefore the Consequence and Reward Ladders.** These changes are to support the school's S.H.A.R.E values and reduce any disruption in classrooms as well as celebrate the success of pupils. The ladders have been simplified and are displayed in classrooms. The key changes are:

- The Rewards Ladder will now offer a prize from the 'triumph trunk' when pupils hit 260 House Points. The trunk is based in the Progress Leaders office and is restocked with prizes. (If your child has already hit 260 House Points please encourage them to come and collect their prize).
- There will be one Consequence Ladder that covers both in and outside of lessons.
- The Consequence Ladder will now consist of 'Warning', 'C1', 'C2' & 'C3'.
- C1 level behaviour will result in a 20 minute reflection with the class teacher and recorded on Classcharts. This may be set at break or lunchtime. Failure to attend the C1 will result in a C2.
- C2 level behaviour will result in a 45 minute Senior Leadership Team reflection after school in Room G4 with the support of Mr H Dhillon on the same day of the incident. The Subject Leader will contact parents via phone and a message will be sent via School Gateway. This will be recorded on ClassCharts. Failure to attend the C2 will result in a C3.
- C3 level behaviour will result in removal from lessons and an internal exclusion in Room G4. An external suspension will be considered. The Subject Leader will contact parents via phone and arrange a face to face meeting with the class teacher. This will be recorded on ClassCharts.

During a reflection of any level, pupils are expected to reflect on the choices they have made and have a restorative conversation with the staff member issuing the reflection so that we can support our pupils in realigning poor behaviour choices.

We urge parents to encourage their children to adhere to the high expectations of the school, so that they can concentrate fully on their learning. Where pupils are issued with a reflection, we would ask that you engage in a restorative and proactive conversation with your child at home in terms of how they can avoid future reflections. This will support the school's own work with pupils.

Thank you for your continued support.

Yours faithfully



Mr T Perryman  
Assistant Principal