

E-ACT Royton & Crompton Academy

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Expectations of the Academy

Dear Parents/Carers,

We are using our first half term in post as a chance to reflect on what has happened over that time and to be clear about the Academy expectations and routines that support the learning of our students. When we spoke to all students during our first week, we explained that they were the reason we accepted the posts of Assistant Headteacher and Deputy Headteacher. We have a diverse community where every difference is respected and needs to be celebrated.

Our core business is learning and we have had the opportunity to visit many classrooms in our time here. It is great to see the learning that is taking place in lessons – students are made to think hard and produce high quality work. We talk about *challenge with compassion* and when we say this we mean that staff have high aspirations and high expectations for our students and we will support them every step of the way. We expect them to aspire to be the best they can be, so we expect them to be honest, hardworking, and have their own high aspirations whilst also showing respect at all times.

We would also like to remind you of certain expectations we have at Royton and Crompton Academy and to ask for your support in ensuring your child meets these expectations. We think it is important to note that the large majority of our students already meet these expectations and we would like to thank those students and their parents for their unwavering support for our rising standards. All our policies and practices are designed to maximise the social and academic outcomes for our students.

Uniform

Uniform gives a sense of 'belonging' and by dressing correctly, students can show pride in their Academy. Students are required to wear uniform at all times unless specifically stated so by the Academy (e.g. non-uniform days, activities, trips). We believe that well-presented uniform allows students to demonstrate their self-respect and their pride in the Academy. We would like to take this opportunity to remind you of the Academy uniform:



Outerwear

- Academy uniform blazers should be worn by all.
- Coats and jackets should not be worn inside the Academy.
- Hooded tops, sweatshirts and tracksuit tops should not be worn and will be confiscated.
- Students should wear ties at all times.
- Black trousers or ERACA skirts should be worn.
- All students should wear black socks.
- Trainer socks and coloured socks are not permitted.
- Girls have the option of wearing plain black tights or socks below the knee.
- Students should wear plain black appropriate shoes, not boots or shoes with sporting logos. Trainers of any type are not permitted and should not be worn.

Hair, makeup and jewellery

- Hair should be of natural colour and patterns shaved into hair, or closely shaved haircuts are not allowed.
- Boys should be clean shaven, unless it is a requirement of their religion.
- Make-up, acrylic nails and nail varnish are not permitted.
- The only forms of jewellery that can be worn are wristwatches and a single stud in each earlobe.
- Hooped or drop earring are not permitted. Students should not wear rings.
- No facial piercings.
- No tattoos.

Unacceptable items will be confiscated and returned at the end of the Academy day. If a student has incorrect shoes, shirt, trousers or blazer, they will be sent to Student Services to call their parents/carers and a temporary replacement will be offered.

As a result of students coming into the Academy with less temporary breaches of the uniform policy, such as unnatural hair colour, acrylic nails, they will be asked to remain in isolation until the presentation has been corrected.

Lunchtime

The yards are communal area and as such they allow students to develop a sense of community with friends and other members of the Academy. Our expectations of behaviour in these areas are as high as those elsewhere in the building.

Students are expected to queue in a sensible and mature fashion when purchasing food from the bistro/ pods. By doing this, the queue moves quickly and students are served effectively. Students who have purchased food are expected to be respectful and place their litter in the bin. No food is permitted to be taken into classrooms or other parts of the Academy building. Students who wish to take part in lunchtime clubs will be supported in ensuring they can finish their lunch quickly enough to participate.

Mobile phones

Mobile phones have changed the way students interact with the world and if used effectively they can be a powerful educational device. However, as an Academy we believe that there are more useful ways we can harness technology to help our students learn and make progress. Mobile phones can be extremely disruptive to the social and academic development of students through the addictive nature of some games and apps, through the damage to mental health caused to young people by social networks and through the interruptions to learning that are so often caused by mobile devices. These interruptions can happen in lessons, where pupils find it difficult to concentrate if they have a mobile phone on them, and also outside lessons where mobile communication is replacing face to face communication.

It is for these reasons that we have decided to ban mobile phones from use in the Academy. This means that **students must not be seen with mobile phones from the moment they enter the Academy building in the morning to the time they leave the building after 2:40pm, including both break and lunchtime.** If a student is seen with a mobile phone in the Academy, a staff member will confiscate that phone. Students must be aware that refusing to comply with this request will lead to the involvement of the Senior Leadership Team and further consequences will be given in accordance with the Academy Behaviour Policy.

When a mobile phone is confiscated, we will only return it to a parent/carer.

For students who have a phone confiscated more than twice in a term, a meeting with parents will be arranged and the student will be expected to leave the phone at home for the remainder of the term or hand in the phone at 8.40 am every morning. **Students who fail to meet this condition will have their phone confiscated for the remainder of the half-term.**

Students should be aware that wearing headphones will be seen as equivalent to using a mobile phone. Students with headphones will have their headphones confiscated along with their mobile phone.

I understand the concerns that parents have around this and would like to answer some typical questions below.

1. What if parents wish to contact their children?

The Academy is not banning children from having mobile phones. They can bring them to the Academy and can use them to contact parents before they enter the premises and when they leave at the end of the Academy day. In the case of an emergency, parents should ring the Academy reception and we will get a message to their child immediately. The Pastoral Team will support urgent messages home.

2. Doesn't this kind of technology actually help teaching and learning?

The academy believes in the intelligent use of technology, but more importantly we believe in equity. Not all students have access to smartphone technology and those that don't always know how to use it responsibly. Whilst we will teach students about safe and responsible behaviour when using mobile technology, we will ensure that all work and homework is accessible to all students, no matter the technology they have access to at home. Therefore we will use mobile phone technology very rarely in lessons. Research has shown that student performance in GCSE exams improves after mobile phone bans in Academies.

Whilst I understand that the confiscation of a mobile phone may cause inconvenience, it will benefit the outcomes of our students. We have made this policy clear to our students during our assemblies this week, and we ask you to support us in this message.

Behaviour

We will be introducing the following three rules, which underpin E-ACT Royton and Crompton values and culture:

- Honesty – respect each other, the building and our wider community.
- Excellence – put your learning first above anything else.
- Aspiration – try your best in everything you do.

These will be reinforced through our behaviour system and supported through the curriculum offer. From the 3rd June students who do not meet our expectations in the classroom will be issued with a C1 as a warning. Should their behaviour not improve or they fail to follow one of the three rules, they will then be issued with a C2 (a final chance to modify behaviours). If a student reaches C3 it will mean a removal from the classroom as they are not only impacting on their own learning but also preventing other students from making progress. Once removed from the classroom students will be placed in a withdrawal classroom and provided with suitable work, we will then contact parents/carers to arrange a meeting to discuss the behaviour of their son/daughter. To have the most impact, this meeting will take place on the same day. Students issued with a C3 will also receive a detention for lost learning, this will take place for one hour on the same day. Detentions will operate after Academy every day, Monday to Friday. We expect students to be self-responsible learners and failure to attend a detention will escalate into an SLT Detention the following evening for ninety minutes.

Why introduce Same Day Detentions?

We have high expectations for behaviour at the Academy. Just like you, we want the Academy to be a warm, caring, friendly and happy place, where learning can flourish, so that your child can progress to university or an alternative and achieve their aspirations.

All students' behaviour around the Academy should support this aim. Every lesson should be characterised by a relentless focus on learning,, free from distractions.

This letter is to make sure our classroom expectations are transparent and clear to all. The vast majority of our students are impeccably behaved and this letter will not apply to them- though they will certainly benefit from these changes.

We obviously hope that we do not need to issue detentions to our students as we expect that they will behave in line with our Academy rules. However, from time to time students sometimes need reminding of this and on the rare occasion where a student does not meet these expectations, a consequence will be given.

What will happen?

From June, the following process will be used in such cases:

- A verbal reminder will be given to the student from the member of staff, with the expectation that the student will modify their behaviour (C1);
- A second and final warning will be given to put learning first and modify behaviours (C2).
- If, after a final warning has been given, there is still no change or a student's behaviour is still not conducive to learning, the member of staff will issue a C3 and request support via our "on-call" system. Student will then be given a faculty time out;
- If the student receives a C3, they will be given an instant one-hour after Academy detention, to be carried out **the same day.**

Please see below frequently asked questions around same day detentions.

Are same day detentions allowed?

Some parents have expressed concern about same day detentions in the past, on the basis of legality, inconvenience and safety of a child getting home in a different way. We wish to reassure you on these matters.

The Department for Education states that Academies do not legally need a parent's permission to detain a child and no longer have to give 24 hours' notice. There is no legal obligation to inform you that your child is being kept back after Academy and Academies do not need to provide a reason as to why a detention has been issued. Teachers have a legal power to put a student aged under 18 in detention: this includes detention outside of Academy hours.

However, it is our priority to work in partnership with you for the benefit of your child. We **will** inform you if your child has an after Academy detention.

For further information on the DfE guidance, please follow the link: <https://www.gov.uk/Academydiscipline-exclusions/discipline>

Same day detention will take place after Academy for one hour. Any student who receives an "on-call" will be collected towards the end of period 5 and taken to the detention that day.

How will you be informed?

The Academy will send a text message to inform you that your child will be attending an after Academy detention that afternoon and will be late home.

Please ensure that we have your correct telephone number. If you have recently changed your number, please contact the Academy as soon as possible, so we can update our records.

What will happen if the detention is not done?

Student failure to engage with this process will result in one or more of the following:

- Senior Leadership Team detention
- Internal exclusion
- Meeting with a member of the Senior Leadership Team
- Fixed term exclusion
- Any other sanction deemed appropriate.

We appreciate that in some cases students might have legitimate reasons why they are unable to complete a detention. Therefore, if your child has a pre-arranged appointment/responsibility it is best to assume they might have to stay back after Academy, so it is advisable to inform the office in the morning just in case they do receive an after Academy detention.

I hope you appreciate the reasons we have decided to adopt such high expectations in line with an approach that will allow all students to learn in an environment free from distractions so they can be successful in their futures. This vision has been shared with students and I would like to thank you in advance for supporting your child's learning here at E-ACT Royton and Crompton Academy as we strive to: *think big, show team spirit and do the right thing*. We are aiming for excellence for all as we move into our new Academy building in September and are setting the bar high to raise standards and outcomes for all our students.

Thank you for your continued support.

Yours faithfully,



Paul Ogden
Assistant Head Teacher



Scott Lewis
Deputy Head Teacher