



Headteacher : Dr Simon Letman BA, MA, EdD  
Deputy Head : Nicola Shelley

23<sup>rd</sup> April 2018

Dear Parent/carer,

## Revised Behaviour Protocol

I wrote to you at the start of the Spring Term to say that we had some concerns about the behaviour of a small number of students in the lower Year Groups. I said that we had conducted a thorough Behaviour Review before Christmas and this had thrown up the need for a tightening-up of our approach to dealing with persistent low-level disruption. Part of our strategy would be to use a new isolation facility for those whose behaviour interrupted the learning of other students.

This facility is now in operation and we have clearly explained to all students the circumstances which would lead to them being sent to isolation. Our published Behaviour Policy will be updated in the light of these adjustments.

For many years we have employed a tried and tested 'assertive discipline' policy. This involves children being reminded about expected standards of behaviour in class on several occasions before the student is sent out of the classroom. In the past, a disruptive student would have been sent to sit in the Head of Department's classroom (amber card) or, for more serious cases, to the Behaviour Manager (red card).

However, under our new regime, after a reasonable number of verbal reminders, such students will now be sent direct to the new isolation facility with subject work to complete. Here they will be supervised at all times by a member of staff. A disruptive student would normally spend the rest of that day in isolation with supervised social times. Further problems with individuals may also result in fixed-term or even permanent exclusions. This is not a system that we are introducing lightly, but only after very careful consideration of the issues.

We are determined to ensure that the vast majority of Holbrook students who wish to work hard and achieve the best possible outcomes can do so without being distracted by a small minority of others. During assemblies this morning we explained the new system to students and encouraged them all to make the right choices in terms of how they conducted themselves both in lessons and during their social time and we hope that this will have the desired effect on those who might consciously set out to be disruptive. Our ultimate wish is that the new isolation facility will attract no customers, so to speak.

I am sure that I can rely on your support for our efforts to maintain the high standards of behaviour for which we have become known over recent years and I thank you in anticipation of that.

If you have any queries about the Academy's behaviour protocols then please contact Mr Le Marrec, our Behaviour Manager, or call me direct.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Simon Letman', with a horizontal line underneath.

Dr Simon Letman