

Dear Parent/Carer,

We would like to take this opportunity to share one of the developments we are introducing in the new term. Feedback from our families and students is really important to us. Therefore, we have taken the decision to move on from the PRIDE and NUHOPE policy. As the Academy develops it is imperative that our operating procedures change to suit our context and the needs of our students. When our students return our new system will be in place.

Our new policy is underpinned by recognition and The Wardle Way. Our 'Wardle Way' values act as a guide for all colleagues and students to support the excellent habits and behaviours that will lead to an engaged, motivated and successful community. The guiding principles that we believe in are:

- Developing positive learning habits
- High expectations for all in everything
- High rates of academic progress
- Personal development

### **How will we recognise students when they demonstrate our values?**

Our recognition principle within the Academy supports positive reinforcement and consistency. Our recognition principle is:

*'At Wardle Academy, we recognise all members of our community. Those who demonstrate our values, demonstrate improvement, make high rates of academic progress and those who make a positive contribution to the Academy and local community.'*

When a student meets this principle, whether this is in a lesson, during a co-curricular activity, or around the Academy, they should be recognised. The purpose of recognition is to encourage all students to excel in everything that they do.

We will recognise our students by:

- Verbal praise; we tell members of our community when we are proud of their achievements
- Positive feedback in exercise books and planners; we share when we are pleased with the learning our students demonstrate
- Communication with home; we celebrate our successes with families through various channels, such as classroom teachers phoning home to share positive feedback

- Recognition points; are awarded to those members of the community who demonstrate our values and recognition principle
- Visual praise; staff will share on classroom recognition boards those who have demonstrated our values and made progress.

We will also celebrate and recognise our students in other ways. If our students regularly demonstrate our values they can be recognised by:

- Receiving postcards home
- Receiving letters home
- Taking part in celebration assemblies
- Collecting a series of badges to recognise their success
- Invitations to events such as breakfast with their Progress Year Lead
- Being awarded with Deputy Head and Headteacher merits

As a school, we are committed to developing a culture of recognition. Celebrating the excellence and improvement that our students regularly demonstrate is our main focus.

### **What happens if a student does not demonstrate our values?**

When a student fails to meet our expectations in the classroom and does not follow The Wardle Way we believe that all students need the opportunity to make the right choice. Students will be given a chance to demonstrate The Wardle Way and a chance to refocus. The following steps will be used in the classroom:

- Re-engage - The teacher will re-engage the student in their learning by reinforcing learning expectations or by providing additional scaffolding, modelling or support.
- Move - If the student needs further support they will be moved to a different seat within the classroom to refocus them.
- Remove - If the student is still unable to meet the expectations in the classroom they will be moved to another classroom with the support of our oncall team.

At every stage, our staff will speak to students in a calm, respectful, non-confrontational tone. Conversations will be framed around what we want the student to achieve and how we will support them in refocusing on their learning. Conversations will be positive and assume the student will make the right choices.

**If a student is removed from a lesson or involved in a serious incident they will be allocated a 'values reset' detention that day for 45 minutes.**

We will:

- Group students in year group bubbles during Covid restrictions
- Alert you via text that your young person will be in 'Values Reset' for 45 minutes on the same day you receive the text
- Ensure that students are working using their knowledge organisers

Families can get in touch if you would like more details about why your young person has to stay after school. Text messages will provide advice about how to find more information about any behaviour incidents.

### **How will staff help students to resolve any issues they may have had?**

Restorative practice is an excellent tool in rebuilding relationships with students when they have not made the right choices. Our staff will hold a discussion with the student and discuss what could have been better. By taking the time to hold a conversation it reinforces to the student that we care about them and have high expectations of them.

A successful restorative conversation will acknowledge what has happened and provide feedback on what the student could have done to avoid the situation. They will be supportive but authoritative, ensuring the student is accountable for their behaviour, but that we are supporting them to make the right choices in line with The Wardle Way.

If you would like to look at a more detailed version of our Recognition and Behaviour Policy it will be made available on our website.

Yours sincerely,



Mrs E Butterworth  
Assistant Headteacher