



Specialist Schools
and Academies Trust
EXCELLENCE AND DIVERSITY



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Dear Parent/Carer

POSITIVE ACHIEVEMENT SYSTEM

Last term we consulted staff, students, parents and Governors about what they wanted from school and what values school should operate on. The students felt that the rewards system was not operating consistently. They were also frustrated that our sanctions system did not stop the minority of students who disrupt others' learning.

We listened and agreed and thought about how we could put this right. After examining how other schools had approached this, we drew up our own system called "Positive Achievement" and we introduced it to all students at the beginning of term.

The basis of the system is four 'rights' that all students have:

- the right to feel safe;
- the right to learn to the best of their ability;
- the right to be treated with dignity and respect;
- the right to have agreed rules and routines upheld.

To support these rights we have a minimum of rules and routines which all can meet.

Our rewards are explained in the accompanying booklet, but we believe it is important to reward students who just "do the right thing" and to reward students who show effort and determination in their learning. The booklet explains how negative comments for poor behaviour accumulate into sanctions. Our negative comments are only given if a student persistently ignores a rule, allows their poor behaviour to escalate or seriously misbehaves. The enclosed leaflet explains our system for negative comments, and how students can choose to "stop the escalator" should they find themselves misbehaving.

Our initial feedback from staff and students has been positive. 103 of our Year 11 students have gained over 50 stamps already and are now enjoying the reward of a lunchtime pass for the Autumn Term.

Please read the leaflet and discuss it with your child – they will be able to tell you more about how the new system operates in school. Please also look through their stamps and any teacher comments as you sign their planner each week.

Yours faithfully

Mr Trevor Burton
Headteacher



What Do We Value?

During the summer term we asked our students about the values they wanted to be at the heart of our school community. We asked them to name what mattered the most about school and they said:

High value qualifications

Equal opportunity

Respect for all

Preparation for life

Hard work

A safe place to learn

An inclusive school

Responsible students

Positive behaviour

At the same time we asked teachers about the personal qualities they valued in students. They told us we want to encourage students to:

Work hard

Make excellent progress

Make positive choices

Support staff

Encourage each other

Have a sense of pride and belonging

Accept responsibility if they make the wrong choice

Are resilient

Feel listened to



The beginning of the new school year is the right time to explain the need for rights, rules and routines and ensure they are followed.

Our Rights

At Millthorpe we have essential rights that reflect the values of our school community. Rights that all students are entitled to.

Rules

Our rules help to protect our rights

Arrive at school and lessons on time.

Wear correct school uniform.

Our language is thoughtful no put downs or name-calling. Any form of bullying is totally unacceptable in our school.

We are kind, polite and courteous. We listen to others and do not interrupt.

We work hard and to the best of our ability.

We support and encourage the learning and progress of others.

We are fair and reasonable.



Rights

We all have a right to feel safe

We cannot learn effectively or socialise happily if we feel unsafe at school. We all have a right to feel emotionally, psychologically and physically safe.

We all have a right to learn to the best of our ability

With support and guidance from our teachers. Without distraction or disruption that will interfere with our learning and progress.

We all have a right to be treated with dignity and respect

We all want to be treated fairly and equally. To feel included, valued and listened to.

We all have a right to expect the agreed rules and routines of our school community to be followed and upheld

All schools must have rules and routines to ensure they run smoothly. Our rules and routines are fair and reasonable. They help to protect our rights.



Our Rules

To help protect these rights we have clear rules that we expect students to follow and staff to enforce.

Routines

Our routines help our school to run smoothly

Calm in corridors.

Sit where we have been directed.

Fully equipped.

Planner out and open.

Settle quickly.

Ready to work.



Our Routines

To help our school run smoothly we have reasonable routines.



Positive Achievement System

In order to ensure our rights are respected and our rules and routines are followed, we have a positive achievement system that helps teachers to ensure rewards and consequences are fairly and consistently applied.



Rewards

Our positive achievement system helps us to reward the attitudes to learning and progress we want to encourage.

| Daily | Every Half Term | Every Term | At the end of the Year | |
|---|--|---|--|---|
|  |  | When you have gained enough 'positives' you will achieve certificates of achievement. As you move up the ladder certificates will attract additional rewards or privileges. | End of Year Reward Trip | Special Awards Evening Special awards will be presented each year to celebrate your progress and academic achievement. |
| | | | | Every student who has gained enough 'positives' to achieve their Bronze certificate will be entitled to a day out of school to a theme park. * |
| | | | End of Term Reward Trip | All of the 'positives' gained by your form class will be added together at the end of term. The form with the greatest number will be rewarded with an afternoon out at the cinema. * |
| | | | Certificates of Achievement | |
| Positive Stamps | You will be awarded 'positives' by your tutor for being well organised and by your subject teachers for effort and positive contributions to the lesson. | | * The school reserves the right to withdraw these privileges from students receiving excessive numbers of negatives. | |



Consequences

Our positive achievement system makes consequences of misbehaviour clear and certain.

Teachers take shared approaches to rewarding and correcting students. We encourage students to reflect upon the way their behaviour affects the rights of others and stay within our agreed rules.

| Number of Negatives | Certain Consequence |
|----------------------------------|---|
| 3 negative comments | School detention |
| 6 negative comments | Second school detention |
| 9 negative comments | A day in seclusion |
| 2 negative comments in a lesson. | Removed to work in another classroom Senior teacher called |

