



RRE/SAP

14<sup>th</sup> July 2023

Dear Parents/Carers,

I hope this letter finds you well and you are looking forward to a lovely summer.

I will be writing to you at the end of term to share key updates and arrangements for our return in September but the purpose of this letter today is to update you on work we have been undertaking with our students around culture and our behaviour for learning and anti-bullying approaches.

We relaunched our anti-bullying policy in February and this formed part of our work for our newly created Student Parliament. We use a comprehensive system to ensure that those who experience difficulties are supported and those who need to work on their relationships with their peers are duly enabled to change their behaviours and learn from them. Our pastoral team via Year Managers and Heads of Year play an integral part in this and offer high quality support to all our children. We have broadened the range of services on offer to us via our partnership with Think for the Future; have appointed a new school counsellor to work with us from September and have also utilised the support of Compass Go. Most recently, we have begun work on focus groups with Compass Go so that a range of students are able to share their experiences of life at OAW to inform our strategic planning and development.

We have also undertaken a range of staff CPD and ensured that anti-bullying is woven through our personal development curriculum, tutor sessions and assemblies. The information we have means we can tailor our teaching to suit local issues and those we have experienced in our Academy so that we are constantly addressing the needs of our students. We launched the 'Are You Okay?' service via our social media and MS Teams and share this regularly with students so that they know where to come for support. The launch of our Spirit and Pride groups, as well as the broadening of our extra curricular offer have been readily welcomed by students and strengthened our culture of inclusion. We were delighted when this work was recognised during our recent Ofsted visit.

Before the Easter break, we undertook a series of student panels as well as conducting a student survey to focus on our behaviour system and how effective this was. It had been in place since 2015 and the impact of the pandemic and the challenges students have faced on returning to school meant that this was timely. The feedback we received from students was that the system was too punitive. Historically, receiving two red cards meant that students were placed in TOTAL and the points (which you can see on MCAS) were allocated as -6 for each red card but only +1 for a positive; the range of reasons for a red card being issued was also far ranging. So, for some students, it felt that they received more sanctions than rewards.

**Believe, Achieve, Succeed**

@OAWintringham #proudtobeOAW

OasisWintringham

**Principal: Ms. R. Revell**

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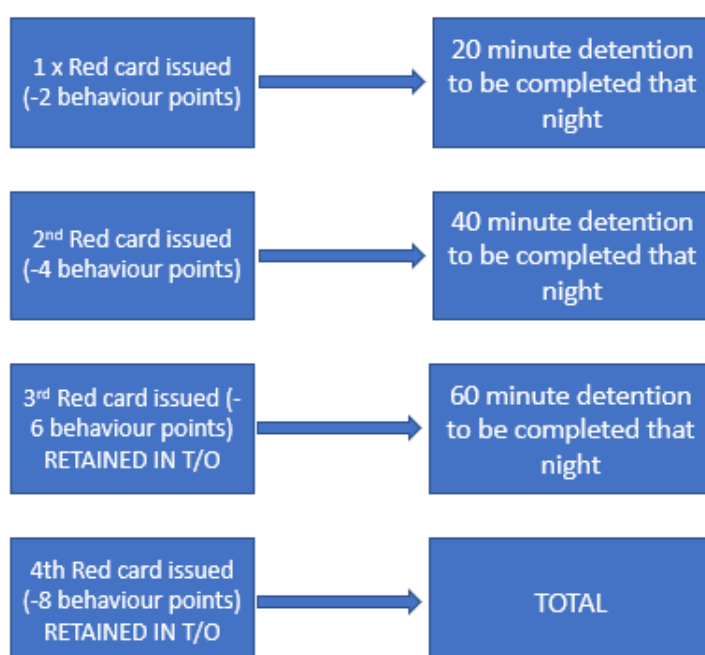
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The work around this will be long term and we will consult you about your views of the systems we have in place, and the impact they have, as we have previously around our personal development curriculum. In the short term we have made some key changes to support our students:

- We increased the number of red cards leading to TOTAL to 3 so that students have the chance to change their behaviour and 3 red cards lead to a student being retained in our Time Out room for the remainder of the school day;
- Amended points awarded so that one red card is worth -2 now and a positive achievement point is worth +1 (we can't reset scores on MCAS until September unfortunately);
- It is easier to award positives as the system we use has been streamlined and the reasons for awarding red cards have been clarified to help students (and you) have clarity around this so that you can understand the behaviours;
- Detentions were reduced to 20mins (from 30mins) so that these could accrue up to 60mins so that full days of isolation were reduced because this meant students were missing more learning;
- Detentions have been moved to the same day instead of having up to 48 hours to complete (this will come into effect from Monday 17<sup>th</sup> July so students can adjust before the end of term) The reason for this is that students were not arriving at the Academy with a fresh start and this impacted how they were feeling about arriving at school. It also offers far more simplicity so that students are clear and our system can generate text messages for you so that you are fully aware of what detention time your child has and when they should be arriving home.
- Students now need to take responsibility for completing their detentions (up to 60 mins) so that they are able to have a fresh start each day. If they do not complete their detention then they begin the day owing that amount (the text you receive would reflect this) and so it is in their best interest to complete them on the same day.

The revised detention system is below:



Day One		
1 Red Card	-2	20 Min Detention
2 Red Card	-4	40 Min Detention
3 Red Card	-6	60 Min Detention
4 Red Card	-8	TOTAL
Missed 20 Min		
	-2	20 Min Detention
Missed 20 Min	-4	40 Min Detention
1 Red Card	-6	60 Min Detention
2 Red Card	-8	TOTAL
3 Red Card		
Missed 40 Min		
	-2	20 Min Detention
	-4	40 Min Detention
Missed 40 Min	-6	60 Min Detention
1 Red Card	-8	TOTAL
2 Red Card		
3 Red Card		
Missed 60 Min		
Missed 60 Min		TOTAL

This has been explained to students via an assembly today so that they have absolute clarity, using worked examples. The key message is that students need to take responsibility for their actions and complete their detention so that they have a fresh start the next day.

This will all be formalised in our behaviour for learning policy which will be updated for September, once we have completed this trial. We are aware there may be teething troubles and will update and consult you around these.

We are pleased that the increase in positive achievement points is benefiting students and can see this in their uptake of our reward shop each day. We are really looking forward to seeing who will win the signed Grimsby Town shirt!

If you would like to discuss any of the information in this letter, then please contact our pastoral staff who will be happy to help. Thank you for your continued support.

Yours sincerely

A handwritten signature in dark ink, appearing to read 'R. Revell'. The signature is written in a cursive, flowing style.

Ms R Revell  
Principal