



The Ripley Academy and Sixth Form



Executive Headteacher: **Mrs H Frost-Briggs BA (Hons)**
We are **AMBITIOUS**. We are **COMMITTED**. We are **PROUD**.

Dear Parents/Carers

Re: Improvements to our Behaviour System

Having been in post for a full term and having worked closely with students and teachers, I can honestly say that the students at The Ripley Academy have many positive qualities and lots of things that deserve celebrating. I now want to focus to ensure that the behaviour of **all** our students is in line with the “remarkable” ethos of our school. Below is an outline of some of the remarkable improvements we are making which will be introduced after the Easter holidays.

- Renewed focus on **Uniform**
- Introduction of a **Behaviour Ladder**
- Enhanced use of **Class Charts**
- **Reintegration meetings** prior to school day

Uniform

We are having a renewed focus on uniform standards because recently we have noticed an increase in the number of students wearing leggings and trainers to school. We have reminded all students that these are not school uniform and after the Easter holidays we will be expecting all students to return to school in the correct uniform. We are committed to upholding the uniform standards and students who present at school, not in the correct uniform, will have their parents/carers contacted and requested to bring into the school the appropriate items.

A reminder of our school uniform is attached to this letter and is also available on our school website.

All items of academy uniform can be ordered via the internet from the following website:

www.schoolwearsolutions.com – Morleys – telephone 01332 281311

If you are in financial hardship and struggling to provide uniform, please click on the link below and this takes you to the Household Support Fund page funded by Derbyshire County Council: [Household support fund - Derbyshire County Council](#)

Behaviour Ladder

Below is the Behaviour Ladder, which is an escalated approach to dealing with undesirable student behaviours and prevent permanent exclusion.

The ladder starts on Step 1 and goes up to Step 6 (subsequently followed by Step 7 and Step 8 which are meetings to determine next steps including potential permanent exclusion from The Ripley Academy). Repeated undesirable behaviours as well as persistent lateness to lessons and truancy will lead to students moving onto the Behaviour



Ladder. Step 8 meetings will usually be held with the Executive Headteacher; however, these meetings could be held with a school Governor.

The timescales give an example of the length of time a student can expect to be on that step of the ladder before they are escalated upwards or de-escalated downwards. For example, if a student at the end of the 6 weeks on the Step 3 Pastoral Action Plan has been successful, they will move down to Step 2 Tutor Report for the next three weeks.

Lateness, truancy, conduct, uniform breaches, mobile phone usage, C3s & C4s, referral to the IRU and suspensions all contribute towards which step your child will commence.

The infographic features a vertical ladder on the left with 8 rungs. To the right of the ladder, each rung is numbered and corresponds to a step description. At the top right, there is an image of a school blazer. The text 'Behaviour Ladder' is written vertically in large red letters on the right side. At the bottom, a red banner contains the school motto: 'We are Ambitious ■ We are Committed ■ We are Proud'.

Step	Description	Duration	
8	Meeting with the Executive Headteacher	The final step on the behaviour ladder is a formal meeting with Mrs Frost-Briggs who will decide on next steps to prevent permanent exclusion	
7	Solutions Circle	If your behaviour is still not at the expected standard, you will be invited to a formal meeting with the Head of School and Deputy Headteacher.	
6	SLT Report	At Step 6, you will be required to report daily to a member of our SLT. You will be offered direct support from our SLT in order to help you correct your behaviour.	3 weeks
5	Pastoral Support Plan	If your behaviour is still not at the expected standard then a Support Plan will be placed around involving home and other professionals in the shared challenge of improving behaviour.	6-12 weeks
4	Head of Year Report	Step 4 will result in you reporting directly to your Head of Year. Your Head of Year will support you daily and you will work together to improve your behaviour.	3 weeks
3	Pastoral Action Plan	Step 3 will result in an Action Plan drawn up with school, home and yourself and will be monitored by your Head of Year for 6 weeks	6 weeks
2	Tutor Report	Step will result in you being monitored by your Form Tutor. You will be on report for 3 weeks and your progress will be reviewed at the end of the report.	3 weeks
1	Department Report	At Step 1 your behaviour has been highlighted as a cause for concern and you will be monitored on department report to support you in improving your conduct.	3 weeks

Parents/carers will be contacted in the coming weeks to advise you if your child has been placed on the Behaviour Ladder because of their current behaviours and you will be informed as to what step they are on. This will also include parental/carers meetings in school.

Class Charts and the C System

Class Charts is the system that we use for communicating with parents/carers. We are going to be using more of this system and recording details of when C3s and C4s are issued so you as parents/carers can see what has led to the sanction being issued.

All our behaviour reports are moving from paper-based reports to electronic ones. You as parents/carers will be able to view these daily to see how your child is getting on.

The C System that we use throughout the school is effective for most students and the slight improvements have been made to improve our communication and engagement with parents/carers:

		Improvements
C3	Reflect and change	<p>Parents/carers will be able to view the notes section to see the reason for the C3 and what action/intervention the teacher has taken. You will also receive a telephone call from the member of staff who issued the C3.</p> <p>Restorative conversations between the student and the staff member are encouraged at this stage and will take place at break or lunch.</p>
C4	Failure to comply	<p>Parents/carers will be able to view the comments to see the reason for the C4 and what action/intervention the teacher has taken. You will also receive a telephone call from the member of staff who issued the C4.</p> <p>Restorative conversations between the student and the staff member are encouraged at this stage and will take place at break or lunch.</p>

Reintegration Meetings following a Suspension

On the rare occasion that a child needs to be suspended from The Ripley Academy, we will continue to expect parents/carers to come into school for the reintegration meeting, which is a crucial part to successfully readmitting the student back into school. We will commit to running these meetings at **8:15am** on the morning of their return to school to ensure that they are able to commence their school day in a positive manner for a timely 8:40am start.

How can you as parents/carers support your child?

We believe strongly that a positive working relationship between home and school can and does have a significant impact on student behaviour.

Any help that you can give us in ensuring that your child arrives at school on time, in the correct uniform and with their equipment, sets them up for a positive day.

It would be beneficial for parents/carers to check Class Charts daily, continue to reward and praise your child when good things happen at school and discipline your child if they choose to display undesirable behaviours. A useful strategy would be to discuss with them what led to them making poor behaviour choices and contact school where you have any concerns.

Partnership and a consistent message from school and parents are critical and I thank you in advance for your support with this.

Many thanks,

Yours faithfully



Mrs L Crowder
Deputy Headteacher