

11 December 2019

Dear families

The Misbourne Rewards Poster

As the winter months are now well upon us, I wanted to write to you to introduce myself and my new role as Assistant Headteacher, Pastoral. Our academy enjoyed a very successful year last year and our Year 11 and 13 students really did us and themselves proud with some excellent results. I am determined that through my new role and some of the developments we have made this year, we can continue that positive journey for the benefit of all our young people.

Students have made a very positive start this academic year with over forty thousand Achievement Points given across all year groups for a range of positive reasons.

The Misbourne Way has been placed front and centre of our behaviour policy. It supports students in achieving our vision 'To develop world-class students who have the belief in themselves that anything is possible and lead happy and successful lives.' This, coupled with our values of: Ambition and Pride, Kindness and Respect, Equality and Moral Purpose, Resilience and Teamwork, help to ensure a community spirit that we can be very proud of.

We believe in rewarding students frequently, particularly when they go above and beyond our basic expectations. Our rewards system has been refined to reflect this. Students gain Achievement Points, (formerly known as merits), which they build up throughout the year and they are recognised formally when they achieve specific milestones or one-off outstanding achievements. Please follow this link to see our updated Rewards Poster – <https://www.themisbourne.co.uk/506/key-information/category/30/rewards-poster>

Some highlights of our rewards system include our half termly rewards and an end of term celebrations, recognising success in six focus areas of Progress, Attendance, Achievement Points, Enrichment, Community Work and Employability Skills. At the end of the academic year, we reward success through our Infinity Card Programme, House Cup Competition and new for this year, our Graduation Assemblies. Graduation Assemblies will award all students with a personalised certificate celebrating their success in our six focus areas. Students can achieve either Gold, Silver or Bronze in each of these categories, so there is something for every student to strive towards.

In addition to this, we have also assessed our approach to some of our behaviour procedures and, whilst incidents of poor behaviour are rare, we wanted to give ownership back to classroom teachers. Students may misbehave from time to time and it is important that if or when they do, we have a stepped approach beginning with the member of staff responsible for them overseeing a sanction (break time detention). However, more importantly, that the member of staff has an opportunity to check for any underlying reasons for the inappropriate behaviour and hold a restorative conversation to support the student in understanding the impact of their behaviour on both their own and others' learning and redress the expectations outlined in the Misbourne Way. I hope that

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you will agree, it is important for students to attend these break time detentions so that the next lesson can start afresh and avoid both the situation and sanction escalating.

Attendance continues to be a key area of focus, and I thank you for your support in this area. This is vitally important as it has been shown that attendance is directly linked to positive progress. If your child is unable to come to school, please can you communicate with this with us at the earliest possible opportunity by telephoning: 01494 867843 or email attendance@themisbourne.co.uk.

I hope you have an enjoyable next few weeks in the run up to the festive season and thank you for your support in encouraging our students to go for Gold!

Yours sincerely,

Tom Griffiths
Assistant Headteacher, Pastoral

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