

December 2022

Dear Families,

It is an honour to write to you as the new Principal for Ormiston Ilkeston Enterprise Academy.

Being asked to lead the school is an immense privilege and one that I do not take for granted. As a Derbyshire lad, I know how important it is for a school to be at the heart of the local community. I passionately believe that students at OIEA are **entitled** to receive the same high quality provision as that offered by the best schools in the country, I intend to work tirelessly to ensure this becomes the reality.

I'm very conscious however, that I can't do this alone and that I'll need the help and support of our most important partner – You. I look forward to inviting parents into school and sharing our plans for the future throughout the course of the next half term.

I'd also like to take this opportunity to say a massive thank you to all those who completed the 'Parent Voice Survey' recently shared. Your opinions and feedback will always matter to us and the data you've provided is being used to inform discussions around school improvement.

Improving student attitudes and behaviour was the primary area that parents want to see improved followed by better communication.

Effective communication is vital as it helps to build relationships based on trust and respect, I will write to you frequently during over these next few weeks in order to articulate what we are doing, why we are doing it and how we are doing it – starting with this first letter.

Key information

- **Culture Orientation**

There will be a staggered return for students in January as they undergo 'Culture Orientation'.

Students do not display the behaviours required simply because they are asked - social norms have to be explicitly taught and practiced in order for them to be consistently applied and understood.

Culture Orientation is a series of lessons which consists of the following activities,

- Assembly (a welcome from the new principal)
- Roll Call practice (how we start the day and finish social time)
- Expectations and social norms (how we behave and why)
- Project CARE (the OIEA journey – who we are and where we are going)
- Lesson Routines (What will lessons look like and why)
- Attendance (why it is important)

Students should return as outlined below:

Tuesday 10th January

- **Year 11** should arrive via their usual entrance ready to line up in the sports hall no later than **08.20**
- **Year 7** should arrive via their usual entrance ready to line up in their designated area no later than **09.20**
- **Year 8** should arrive via their usual entrance ready to line up in their designated area no later than **10.40**

Wednesday 11th January

- **Year 10** should arrive via their usual entrance ready to line up in their designated area no later than **09.20**
- **Year 9** should arrive via their usual entrance ready to line up in their designated area no later than **10.40**

- **Timetable / School day changes**

The recent 'Student Voice' survey identified lunch time as huge area for concern. The school currently operates a single lunchtime meaning students have to spend most of their lunch break queuing to get food or simply don't even bother to try. We care what students think and would like to see improved, as such, the school timetable will be changing to accommodate two lunchtimes though please note that school start and finish times remain unchanged. The new timetable is as follows;

<u>Time</u>	<u>Activity</u>
08.20	School arrival time
08.25	Roll Call
08.30 – 09.30	Period 1
09.30 – 10.30	Period 2
10.30 - 10.50	Break
10.50 – 11.50	Period 3
11.50 – 12.50	Period 4
12.50 – 13.20	Year 7, 8 and 11 Lunch Year 9 and 10 Reading / PSHE
13.20 – 13.50	Year 9 and 10 Lunch Year 7, 8 and 11 Reading / PSHE/ Intervention
13.50 – 14.50	Period 5

In order to accommodate a second lunchtime, you will notice that daily reading / PSHE will now take place in the afternoon rather than first 08.30 as it currently does. It is imperative that students arrive to school (appropriately dressed and equipped) no later than 08.20 as poor punctuality will now negatively impact academic lessons.

Please note that Breakfast Club is accessible to all students from 08.00. Student can use the canteen to grab some food or simply to sit in the warm. Students in receipt of free school meals are offered a free breakfast.

- **Behaviour**

Improving the behaviour and attitude of students was the number one issue identified by parents, staff and the students alike. The behaviour policy will therefore be adapted and shared imminently but some of the key changes are below:

- An emphasis of choices over chances as all behaviour is a choice.
- A focus on rewarding positive behaviours and using positive language.
- A simplification of the system from three warnings to two for sanctioning negative behaviours. A student will receive a C1 any low level misdemeanour. A second warning will result in a C2 and the removal of the student from the classroom.
- Students who receive a C2 will be issued with a same day 45-minute detention.
- Failure to attend detention will result in a 90-minute detention the next day.
- Students arriving late to school or lessons will also be issued with a 45-minute detention.
- Students who truant will be issued with a 90-minute same day sanction.

Poor behaviour erodes school culture and makes it incredibly difficult for students to learn, it is therefore important that we have the systems and processes in place to help foster a positive culture whereby students are intrinsically motivated to do the right thing at the right time for the right reason.

Whilst it is my desire never to have to issue a detention, the system is being adapted because ALL students are entitled to learn in a safe, secure and disruption free environment. We make no apologies for adopting the highest levels of expectation for all young people in our care.

All behaviour events, be they positive or negative, will be recorded on Class Charts, including notification of same day detentions. For this reason, it is vital that parents set up their account and download the App. Please email jlockhart@oiea.co.uk for additional support if you are not able to access.

- **Uniform and equipment**

There will be no changes to the uniform policy at this time but the existing policy will be rigorously enforced. Please access the policy using the following link:

<https://www.oiea.co.uk/key-info/uniform>

Whilst uniform standards are typically very high, the following infringements are the most common and we ask that families support the school to ensure these very basic expectations are adhered to;

- Student should wear trousers and not leggings
- Skirts should be knee length
- Shoes should be worn instead of trainers
- Students are only permitted to have a single stud piercing in each ear (all other piercings will be confiscated)
- Students should not wear artificial eyelashes or excessive makeup.

Any students not adhering to expectations will be issued with uniform from our uniform store. Failure to correct any uniform issues will result in a same day after school detention. We also appreciate that the cost of living crisis has put some pretty significant pressures on our families, if this is impacting your ability to provide correct uniform, please do let us know and we will assist where possible.

Students are expected to bring in all necessary equipment including a pen, pencil, ruler, rubber and scientific calculator. Please ensure they are well stocked and prepared for their return after Christmas.

I would like to finish by thanking Mr Glover, the acting Principal, who has done an incredible job leading OIEA since September. It is never easy stepping up at short notice but he did so because the school needed him to and because he wanted students at OIEA to receive the best provision possible. I am incredibly thankful for the foundation he has put in place and look forward to working with him as we embark on the next stage of our journey. I am excited to get started and cannot wait to communicate with you again very soon.

Wishing all students and their families, indeed the entire school community, a very merry Christmas and the happiest of New Year's.

Kind regards,

A handwritten signature in black ink, appearing to read 'Simon Leach', with a stylized, cursive script.

Mr Simon Leach

Principal - OIEA