



St. Michael's C of E Primary Academy,
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Acting Headteacher: Mr. D. Rogers

Wednesday, 14 July 2021

Dear Parents/Carers,

As we draw to a close, in preparation for the summer holidays, I wanted to write to you to outline how we ensure at St. Michaels our children feel safe, are able to learn and can be confident and happy in our school.

At St Michaels Church of England Primary Academy, we aim to encourage an enthusiasm for learning that lasts a lifetime. We believe that everyone is created in the image of God and is of infinite worth. The school's behaviour policy is based on Christian values. We are guided by our Christian mission and aim to ensure that our pupils and staff enjoy 'Life in all its fullness' (John 10:10). In our Christian community, relationships are based on these core values: love, faith, respect and forgiveness. Reconciliation and forgiveness are central to the Christian gospel and the notion of a fresh start is a key part of our behaviour policy.

If you have not already done so, please do read the school's Behaviour and Exclusion's Policy, which can be found on the school's website under the section 'Information' and 'Policies'.

We understand that children are learning and mistakes do happen. St. Michael's is a school where we teach children how to deal with conflict, our feelings and emotions, and when faced with adversity.

We teach the children of St. Michael's to live by our school values, respect, faith, forgiveness and love, through collective worship, the curriculum, dialogue and restorative conversations. We also teach and develop children's understanding of the school rules. Our school has three clear, simple rules, which encompass everything we need to treat others, and ourselves, with **dignity** and **respect**:

- Follow instructions.
- Keep hands and feet to ourselves.
- Use kind words.

In our school we focus on developing positive relationships and celebrating good behaviour, encouraging all to meet our collective high standards. You can find information in our school newsletters on this. I also described our positive reward systems in the newsletter titled 'Newsletter 01.04.2021'. This can be found on the school's website under 'Parents' and 'Newsletters'.

Everyone stands to benefit from good behaviour in our school. Low-level disruption is not tolerated and pupils' behaviour should not disrupt lessons or the day-to-day life of the

school. Pupils can learn; teachers can teach; staff can do their job; and parents have confidence that their child is safe and supported to do the best that they can.

We have a clear system, when things go wrong, using the good to be green system. Three rule reminders are provided using a script: 'At St. Michael's, we use kind words. You have not used kind words. Please use kind words so that you treat others as you wish to be treated.' After a third rule reminder, a yellow or red card, is issued depending on the severity of the rule that has been broken.

When negative behaviour persists, we will discuss this with you. We have a system of behaviour letters to inform you of this:

1. Behaviour Letter 1: we will write to you to let you know that your child has had 3 yellow cards; this is from the class teacher.
2. Behaviour Letter 2: we write to you because further yellow cards have been issued; this is again from the class teacher for a meeting.
3. Behaviour Letter 3: this is issued when there are further incidents; this is with the pastoral manager and the class teacher to arrange a meeting.
4. Behaviour Letter 4: this is issued when negative behaviour continues; this is with the Headteacher and the class teacher to hold a meeting to further discuss.
5. Behaviour Letter 5: this letter is issued as a last resort and outlines further steps that may be taken, including the use of a fixed-term exclusion.

Depending on the severity of the behaviour incidents, we may contact you sooner, for example where a red card is issued. **We take incidents of racism and homophobia very seriously and these behaviours will not be tolerated at St. Michael's.**

All consequences issued will be:

- Be fair and consistent.
- Be appropriate to the level of behaviour exhibited
- Be imposed in a firm, yet respectful way
- Communicate that the behaviour is unacceptable (not the child)

If you have any concerns:

- Please discuss these with the class teacher in the first instance.
- If your concerns are not resolved, please contact the Pastoral Manager.
- If you are not satisfied with the outcome, please arrange a meeting with the Headteacher or Deputy Headteacher, via the School Office.

Your sincerely,



Mr. D. Rogers
Acting Headteacher