



January 2019

Dear Parents / Carers

May I start by wishing everyone a Happy New Year.

I am writing to parents at this time to inform them of some key changes that we intend to make to the systems and structures at our academy that will better enable us to improve the quality of the education that we provide and help us to fulfil our academy Vision. The two initial changes are to the Senior Leadership Team and to the Academy's Rewards and Sanctions systems.

### **Senior Leadership Team**

Effective immediately, we are creating an interim Deputy Headteacher post and two interim Assistant Headteacher posts. The Deputy Headteacher post will be fulfilled by Mrs M Britton who will take overall responsibility for Learning and Teaching. The two Assistant Headteacher posts will be fulfilled by Mrs T Clay and Mrs A Pickering. They will be given overall responsibility for the Pastoral Wellbeing and Academic Progress of students in Key Stage 3 and Key Stage 4 respectively. These posts will oversee elements of the School Development Plan and be invaluable in helping us shape the strategic future of the academy.

### **Consultation on the Academy's Rewards and Sanctions Systems**

Over the course of the next six weeks we will be seeking feedback from colleagues, parents and students on the academy's rewards and sanctions systems; with any agreed changes implemented later this academic year. This will include discussion on how we reward students for their efforts within school, our correction/redline system and other *pastoral* systems within school. We would very much appreciate feedback from parents on this important piece of work and so a link to a brief questionnaire can be found on the front page of the school's website. At the heart of any decisions made will be to improve outcomes for all of our students and improve relationships within the academy. I would be very grateful if parents would take the time to complete this questionnaire to help us improve the Rewards and Sanctions systems within the academy.

Yours sincerely

T Cartmail  
Headteacher

