



LOVE-RESPECT-FLOURISH

St. Mary's Catholic School Newsletter

Issue 14 - 5th January 2024



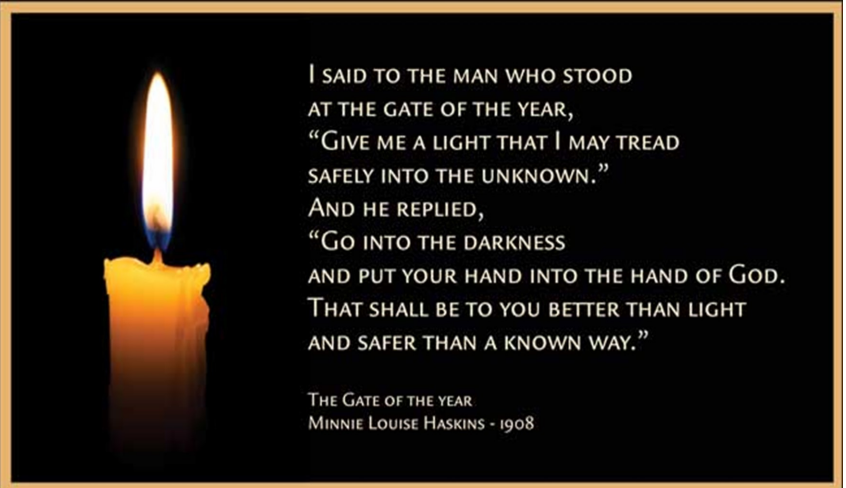
Happy New Year 2024

Rewards and Consequences 'R&C' Update

Mr Johnston - Headteacher

Firstly, a very 'Happy New Year' to you and your families—I do hope that you've had a fantastic Christmas break, and are ready to welcome 2024 with a smile.

On Wednesday, we had the privilege of welcoming all the teachers from across the St. Francis Trust to St. Mary's for a joint INSET session to look at the Trust Development Plan, ways we can work more closely together as a group of schools and to explore what it means to be a teacher in a Catholic School.



On Thursday morning, before the students arrived on site, all staff at St. Mary's, including the teachers, support staff, admin, finance and premises teams all came together to hear various updates, including Miss McHugh giving an overview of the Catholic Life of the School, myself updating staff on just some of the progress we have already made on the School Development Plan (SDP—more on this for parents next week) and Mrs Hayden launching the new 'Rewards and Consequences' system for St. Mary's. This is 'Objective 9' of our SDP and we have been in consultation with staff, governors, parents and others in the development of this new system. It's important that everyone has a voice in this as we need to get it right and ensure that it will work—rewarding and recognising excellence, effort and attitude and also detailing the consequences that will be in place on those occasions when students don't get it right. Full lists of the 'R&C' frameworks are copied on the following two pages; you will notice that our values permeate and are 'front and centre' of these systems. The overwhelming majority of students deserve reward and are impeccably behaved. I am grateful for the strong support from you as parents and to the staff who are implementing this change. We will keep it under review to ensure that it is working as intended and, as you'll see, work closely with you as we put it into action. More details from Mrs Hayden (Assistant Headteacher, Pastoral) who launched this in assemblies on Thursday are on the last page of this newsletter.

UPCOMING EVENTS

Thursday 11th January 2024
Year 13 Parents' Evening

Thursday 18th January 2024
Year 7 Parents' Evening

Thursday 1st February 2024
Year 9 Options Evening

Thursday 8th February 2024
Year 9 Parents' Evening



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Living Prayer Wall—January



During the month of January the students will be updating their Christmas Living Prayer Walls in form rooms, writing them on crowns to represent the Feast of the Epiphany, the revelation of Christ to the three wise men (6th January).



Please discuss the prayer your child will be writing with them





Rewards

Our community **celebrates success and effort**
Actively engage in and take pride in all that you do at school.
Flourish – enjoy your achievements

Code	Reward Description	Reward/ Action
	Vision and Values <i>Love shown by demonstrations of kindness, forgiveness and care.</i> <i>Respect shown by being calm, smart, polite, purposeful and prayerful.</i> <i>All able to 'Flourish' academically, artistically, physically, culturally and spiritually.</i>	Verbal praise Positive relationships between staff, students and parents. Students enjoy and achieve.
R1	House Points Recognition of work in class, homework, effort, attitude or SMCS values. Becoming an independent learner by using the 5Bs.	+1HP awarded by member of staff on SIMS with a reason – parents alerted via SIMS App.
R2	+2 House Points Recognition of <u>consistently good or excellent</u> work in class, homework, effort, attitude or SMCS values.	+2HP awarded by member of staff on SIMS with a reason – parents alerted via SIMS App.
R3	House Competitions / School events Inter-House Competition: 1 st Place +12HP, 2 nd +10HP, 3 rd +8HP, 4 th +6HP, 5 th +4HP, 6/7 th +3HP School Events: community volunteering and contributions: At least +3HP	At least +3HP recorded on SIMS by event organiser / HoH or the form tutor (by request)
R4	Student of the Fortnight Top 4 students from each year group with the most +HP that fortnight recognised by the Head of House System	+4HP recorded on SIMS by HoH. One of the following by the form tutor/ HoY -Email/ Phone home -Newsletter
R5	Attendance Award Recognition of students who have 98+%, improved or overcome adversity (resilience) in attendance each term by each Head of Year.	Pastoral team to analyse data and HoY to award certificates in assembly. +5HP recorded on SIMS by HoY.
R6	Head of Year / Subject Leader Award Recognition for students who have overcome challenges or demonstrate SMCS values or excellent A2L or homework per ½ term.	HoY and SL to add +6HP on SIMS. Plus one of the following by the form tutor or HoY: -Email/ phone home -Newsletter
R7	St Mary's Stars +10HP for the 6 students (x2 per Key Stage) selected by each Subject Leader each term for their consistently outstanding attitude, enthusiasm and work ethic in that subject that term.	Subject Leader liaises with teachers to nominate students. St Mary's Star Photograph/ poster displayed in each subject area. Certificate and in newsletter. Subject Leader issues +10HP on SIMS.
R8	Headteacher's Commendation Students nominated by staff for reasons that deserve exceptional recognition, meet the Headteacher to be awarded a certificate. (Occurs every two weeks).	Staff and teachers to nominate by email to the Head's PA students who have gone above and beyond in school or in lessons. +15HP will be issued by Head's PA.
R9	The Governor's Award (Presentation Evening) +20HP awarded for recognition of a year's worth of achievements.	+20HP awarded and recorded on SIMS by SLT. Certificate or trophy at Presentation Evening.

ALL YOUR HOUSE POINTS WILL COUNT TOWARDS YOUR OVERALL HOUSE SCORE AT THE END OF THE ACADEMIC YEAR!



Consequences

Our community is dedicated to achieving excellence for all
Learn from our Gospel values to become a responsible, compassionate
and caring member of society.

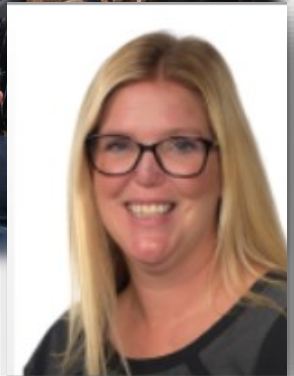
Code	Description	Action
	Vision and Values – Pre-Consequence Strategies <i>Love</i> shown by demonstrations of kindness, forgiveness and care. <i>Respect</i> shown by being calm, smart, polite, purposeful and prayerful. All able to 'Flourish' academically, artistically, physically, culturally and spiritually.	Home-School Communication encouraged at every stage Verbal praise. Always assume the best. Positive relationships between staff, students and parents. Smile. Rule reminders. Each lesson a fresh start. Strategies to de-escalate and stay positive
W1	Warning 1 Failure to meet behaviour/ uniform expectations in class or about school, after Pre-Consequence Strategies utilised. Student has time to rectify behaviour and meet expectations	Short detention set by staff member within 48 hours. Record W1 on SIMS to alert parents, Tutor and SL/HoY with a reason
W2	Warning 2 Failure to attend W1 detention Lateness to lesson for the second time HoY – Late to school for second time HoY – Persistent failure to comply with uniform rules	Detention set by staff member/HoY at their convenience (or in line with subject/HoY rota). Record W2 on SIMS to alert parents, Tutor and SL/HoY with a reason
C1 (Level 1)	Teacher / Tutor Detention Failure to attend Warning detentions, to respond to Pre-Consequence Strategies or heed Warnings 1 & 2 at an early stage (in or out of lesson) Persistent lateness or failure to hand in homework	30 minute after school detention recorded on SIMS by class teacher or Tutor. Phone call / email to parents. Subject report if consistent. Weekly SIMS report to be issued to SL and HoY. 24 hours notice given (earlier with parental consent)
C2 (Level 2)	Subject Leader / Head of Year Detention Failure to attend x2 C1 Detentions Persistent or continuously not meeting expectations despite earlier interventions being utilised, or one-off more serious infringements. Necessitated removal to Subject Shadow Timetable.	Subject Lead Detention or HoY Detention (one hour) Recorded on SIMS and communication home made. SL/ HoY Report Card 1
C3 (Level 3)	Senior Detention (Friday, Room A1, 3.15-4.45pm) Failure to attend x2 C2 Detentions, or: Persistent or continuously not meeting expectations despite earlier interventions being utilised, or one-off more serious breach of the school behaviour policy. Duty Manager Call threshold met.	Issued on SIMS by SLT, HOY or SL Communication home required. HoY Report Card 2.
C3a (Level 3)	Senior Detention: Mobile Phones (Friday, Room A1, 3.15-4.45pm) Mobile Phone confiscated and handed to Student Hub	Recorded on SIMS by staff member Phone returned after Friday detention
C3b (Level 3)	Saturday Senior Detention (9am-12pm) Failure to attend x2 C3 detentions Truancy or x8 lates in a half-term	Phone call home by HoY (SLT) after the first missed senior detention. C3a applied if second missed.
C4 (Level 4)	Internal Suspension Serious incident or failure to meet the terms of the SLT report card.	Phone call home made by HoY. Meeting arranged with parents. BEP / SLT Report Card 1
C5 (Level 5)	External Suspension Serious incident or failure to meet the terms of the BEP	SLT to phone call home, meeting with parents and HOY / SLT / Headteacher. SLT Report Card 2
C6 (Level 6)	Governor's Disciplinary Committee/ Pastoral Support Plan/ Permanent Exclusion Serious incident or failure to meet the terms of the revised BEP or PSP targets.	Governor to meet with parents and students. Pastoral Support Plan in place, support for AHT and DHT. PSP Report Card (SLT) SLT/ Headteacher to closely liaise with home.

THIS IS NOT AN EXHAUSTIVE LIST OF EVERY POSSIBLE BEHAVIOUR TYPE AND CONSEQUENCE.

IT INDICATES THE SERIOUSNESS OF BEHAVIOURS AND THE MINIMUM YOU COULD EXPECT TO RECEIVE AS A CONSEQUENCE.



R&C—Mrs Hayden, Assistant Headteacher (Pastoral)



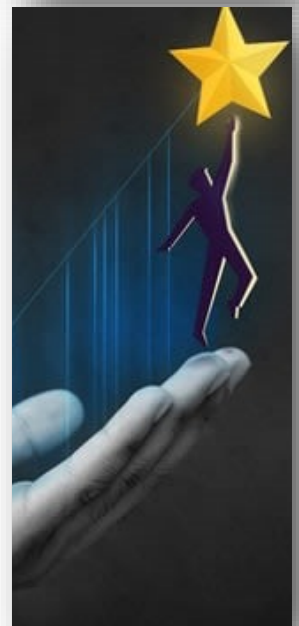
On Thursday I launched the new 'Rewards and Consequences' in assemblies to all the students, after we had an all staff training session in which I led the staff in their understanding of the new system.

This new approach aims to enhance the overall educational experience for our students and foster a positive learning environment. It includes a wide range of rewards to recognise and celebrate the achievements of our students, such as academic excellence, good behaviour, following the SMCS values and community involvement.

Conversely, the policy also outlines clear consequences for inappropriate behaviour and actions that are not in the spirit of our values and the learning community.

The intention behind the design of this system is to encourage our students to strive for excellence, and be true to our values, while also instilling a sense of responsibility and accountability. It has been designed in consultation and aims to be clear and transparent, with immediate impact of the actions, involving parents so that we all work in partnership to celebrate achievement and moderate behaviours when they do not meet expectations.

We are excited for the positive impact this will have on the growth and development of our students at St Mary's Catholic School, and **thank you**, as always, for the support you give to the school.



We are hiring!



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Click Here For Latest Vacancy Information

<https://www.stmarys.net/vacancies>