

27th November 2020

Dear parents/carers,

Re: Uniform and conduct

As you would expect from an ambitious school, we always set the bar high for our students and expect them to adhere to our standards of uniform and conduct. This enables us to ensure we spend maximum time and effort on their learning, personal development and progress, which is of course our core business.

Therefore, I am sure that you will support the school in using the midway point of the second half term to reinforce these expectations with our school community. We will be reminding our students of our expectations during tutor times and assemblies as well as ensuring we are continuing to reinforce these messages in lessons. To be clear, the school will not tolerate a failure to comply with our rules or uniform and reserve the right to use consequences as appropriate in line with our behaviour policy.

From next week therefore, you may find an increase in contact from school about these important issues and I wanted to take a little time here to set out some important information and reminders. We would appreciate you talking with your son/daughter about these over the weekend and continuing to support us when your children are in school.

Behaviour and conduct

Our expectations of student conduct exist to ensure that every child can benefit from a high-quality education, feel safe and are able to thrive. Disruption and defiance, even at low-levels, interrupt learning and can have a negative impact on other students. Whilst we value being able to praise and reward students, we do also have a system to warn and sanction students where necessary. This includes a range of measures such as warnings, detentions, isolation and exclusion

Our behaviour system is built on a philosophy we refer to as 'Reset, Reform, Remind' that gives students multiple opportunities to be reminded of the expectations, reset themselves and reform their behaviour; we call this our 'stages' system. For low level misbehaviour in lessons, we follow the following process:

- Stage 1 (S1 on Class Charts) – verbal warning to remind
- Stage 2 (S2 on Class Charts) – final verbal warning, conversation with child by a member of the welfare team or SLT (we call this On Call) to reset and remind
- Stage 3 (S3 on Class Charts) – because the student has chosen to not reform their behaviour, they are removed and isolated until the end of their next break time. If an S3 is used, staff will have a restorative conversation with the student before their next lesson

Where misconduct is more serious, we can move up these stages more rapidly and where necessary, we do of course have the most serious consequences at our disposal, such as longer isolation or exclusion, however undesirable it is for us to have to use them.

We understand that our students sometimes make mistakes and offer a wide range of support to students, such as parental meetings and discussions, one-to-one help and going on a report to track issues and incentivise compliance. Class Charts is a hugely helpful tool and parents and carers engaging with this system is a vital piece of the puzzle too. Your children really do care about ensuring they are receiving more 'greens than reds' (positive rather than negative behaviour points) I can assure you!

Uniform

I have listed below the key points from our Uniform Policy, setting out what we expect during this time of year. Unfortunately, we have seen a slight downturn in compliance with our uniform code and from the 1st December will be taking a range of approaches to ensure this does not continue. This includes the use of our red/yellow passes, letters and calls home and temporary confiscation of items that do not comply. If necessary, we will sanction a failure to comply accordingly. We will take the following approach next week:

Where students are not in correct uniform without reasonable excuse:

- First day/occurrence – Tutor will issue yellow (one-day) pass, an email/letter will be sent via Parent Mail asking for the issue to be corrected by the following day
- Second day/occurrence – We will call parents directly to discuss the issue and agree how and when it will be resolved. Non-compliant items of clothing will be confiscated until the end of the school day to be collected by the student
- Third day/occurrence – Student will be issued with a short break time detention and for each day they are not in correct uniform. Non-compliant items of clothing will be confiscated until collected by a parent/carer. If the issue has not been resolved after 5 days, the student will face further consequences and may not be allowed in full circulation during the day
- Non-compliant items include clothing not conforming to the uniform details listed below as well as **mobile devices** (which are permitted in school but **must** be switched off and in a school bag during the school day) and **headphones**.

The key elements of the uniform policy are:

Boys

- Blazer - Dark navy with school badge (badge displaying hall colours)
- Shirt: White, standard design, with a collar. (Shirts to be worn tucked in and ties should be the correct length with the knot in the correct position and top button fastened)
- School tie
- Jumper (optional): **Plain** navy, v-necked with the school logo (not a cardigan)
- Trousers: Plain, dark grey or black.
- Socks: Navy or black.
- Shoes: Black [NOT boots or trainers], sensible, safe and suitable for the task – maximum heel height 4cm.

Girls

- Blazer: Dark navy with school badge (badge displaying hall colours)
- Shirt: White, standard design, with a collar and school tie OR standard design white open-necked blouse. (If wearing the shirt and tie option - shirts should be worn tucked in and ties at the correct length with the knot in the correct position and top button fastened)
- School tie
- Jumper (optional): **Plain** navy, v-necked with school logo (not a cardigan)
- Skirt: Plain, navy or black skirts can be worn but must be the standard skirt only available from the school supplier.
- Trousers: Plain navy or black trousers, which must be tailored, straight legged and ankle length.

- No leggings, jeggings, jeans or skinny fit trousers.
- Socks: Black or navy
- Tights: Navy or neutral
- Shoes: Black [NOT boots or trainers], sensible, safe and suitable for the task – maximum heel height 4cm.

Outdoor clothing

- Coats should be plain and dark in colour (no large logos).
- Hooded sweatshirts (“Hoodies”) are **not** permitted.

Hair styles and make-up

- Hairstyles must avoid extremes of fashion. Discreet make-up, worn sensibly, is acceptable for Years 10 and 11.
- Coloured nail varnish is **not** acceptable.

The best use of staff time at John O’Gaunt is on teaching and supporting our students and we find it terribly frustrating and unproductive when we are distracted by issues of poor conduct or non-compliance.

However, with the support of you as parents and carers and by keeping open minds and open lines of communication, I know that we can achieve the aspirations we have for every young person at JOG.

Therefore, we really would appreciate you ensuring that your child has the correct uniform and that you fully support the school code of conduct and behaviour systems.

Yours sincerely



Richard Hawthorne
Head of School