

17<sup>th</sup> July 2023

Dear Parent,

**Ref: Learning Ready**

We hope that this letter finds you well.

May I take this opportunity to thank you for your ongoing support this academic year. This has been a truly successful year, where your child has had many exceptional experiences, which can be seen in our termly newsletters [News - Oak Academy \(oak-academy.co.uk\)](https://www.oak-academy.co.uk) and showcased most recently by our end of year Summer Festival.

As you will remember, during our last Ofsted inspection (May 2023), inspectors told us that *'The expectations for pupils' conduct and attitude to learning are not always clear. As a result, some pupils choose not to participate in lessons or to disrupt learning of others'*. Throughout this academic year we have worked extremely hard to review policies and raise our expectations of students. As a result, there is no doubt that overall behaviour around the academy and in lessons has improved. This has been observed by a number of external verifiers.

As we strive to improve the learning experience for students further, we will be introducing our Learning Ready scheme in September. Learning Ready aims to:

- Clearly communicate the learning modes within teaching and learning cycles.
- Communicate student performance in lesson by awarding Oak Points for each lesson.
- Teach our core values through the *'Education with Character'* tutor programme.
- Enhance our rewards and sanctions strategy.

**Learning Ready**

Students will be 'Learning Ready' by:

- Attending the Academy in correct uniform, on time and being 'Learning Ready' which includes being prepared with all equipment and resources such as planners and reading log.
- Listening to and following instructions promptly.
- Working to the best of one's ability.
- Completing and presenting work to a high standard.
- Being polite and respecting everyone's right to learn in a safe environment.
- Embedding core values into their daily routines and actions.

**Oak Points**

Oak Points will be critical to school improvement as Oak Academy will consistently teach the learning behaviours we seek. Every lesson will be scored from 5 to 1 by the teacher. 5 will indicate exceptional performance whereas 1 will indicate 'not learning ready.' Oak points will indicate if our students are 'Learning Ready'.

**Oak Academy**

Sian Thomas, BEd (Hons), CEO - AAT  
Jon Webb, BA (Hons), Director of Secondary Education  
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**AMBITIONS**  
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- Oak Points from each lesson will be averaged to communicate performance to students weekly.
- Students will be rewarded for being in the top ten and the top ten most improved by year group.
- Parents will receive a termly Oak Points report.

### Rewards and sanctions

Our core values are the building blocks for our community. Next academic year we are introducing core value rewards postcards with tear off slips. If a student is awarded a postcard for exceptional performance or meeting an achievement point threshold, we will encourage students to post their tear off slip into a slip collection box for a chance to be allocated a prize.

Whilst our interactions are based upon respect and positive regard, we recognise that young people face challenges where on occasions students may have to be removed from lesson. To further enhance our professional working relationships, we will be introducing restorative conversations at the end of the school day. If a student is removed from a lesson, it will be expected that a restorative conversation is held with the member of staff. This conversation may be supported by a member of Senior Leadership should this be necessary. The benefits of doing this are numerous:

1. Allow students to reflect on the event.
2. Communication of difficulties experienced in any given lesson.
3. Restore working relationships as it allows both teacher and student to understand the events that led to being removed from lesson.
4. Establishes expectations and potential mechanisms enhance future success.

By attending a **restorative conversation on the same day from 3.00pm to 3.15pm** the student will not receive a further sanction. It is expected that all students will attend their restorative conversation as failure to do so will lead to 'missed restorative detention' the following day.

### Education with Character

Competition for university places, apprenticeships and employment is increasing; as a result, we want to empower our students to be able to demonstrate, apply, articulate, and evidence our five core values in all aspects of their lives. As a school, we are passionate about improving young people's life chances and increasing upward social mobility. We are determined to give our students a 'plus factor' which means building their character and employability skills, as well as academic excellence.

At Oak, we want to develop a community of independent, adventurous learners who are not afraid to make mistakes and who see every opportunity as a learning opportunity. As a result, they are conscious that they are constantly making progress, and this motivates them to continue learning.

Through the tutor programme we focus on empowering our students so that they are able to leave not only with the best qualifications, but also the personal attributes that will enable them to stand out from the crowd and achieve their goals.

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Oak Education with Character aims to develop self-regulated, reflective learners with increased interpersonal effectiveness, who are able to adapt to change. Our emphasis is on the learning continuum and students are aware and celebrate their personal and collective progress as they increase their growth mind-set by using small, consistent actions to help them make progress. Developing these skills will improve:

- Attendance.
- Classwork.
- Homework.
- Assessments.
- Exam results.
- Transitioning to the next level.

These strategies in conjunction with one another aim to further enhance the provision that your child receives at Oak Academy. Thank you for your ongoing support and we wish you a great summer holiday when it arrives. If you have any further questions, please contact [alex.everton@oak-academy.co.uk](mailto:alex.everton@oak-academy.co.uk).

Yours sincerely,



Mr A. Everton

Assistant Vice Principal, Teaching and Learning

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