



September 2023

Dear Parent / Carer,

## The Lord's Hill Way – Behaviour Pathway Update

As the academic year unfolds, we want to take this opportunity to share important information about our expectations of behaviour and the Behaviour Pathway we will be implementing from **Monday 25 September 2023** at Oasis Academy Lord's Hill.

The Lord's Hill Way embodies who we are as a school; a school that is passionate about delivering an exceptional education at the heart of the community. We are committed to promoting a positive and inclusive learning environment, rooted in our core values – to be proud, kind and determined. We firmly believe that every student has the potential to succeed and make the most of their journey together with us at Lord's Hill. To this end, we have established an updated behaviour pathway that reflects the intent of The Lord's Hill Way, which encompasses a set of core principles and priorities that guide our approach to behaviour for learning, behaviour both inside and outside of the Academy, and personal development.

We are proud that our students choose to come to our school. Likewise, we are determined to deliver an exceptional education, empower your child to make excellent progress and develop the knowledge, skills and behaviours that they will need to secure a future that they choose. To enable this to happen, we are making some important changes to our Behaviour Pathway.

### Rewards

We believe passionately in the power of rewarding students that not only get it right, but also exceed our expectations. We are continually reviewing our rewards strategy and will be seeking further student, staff and parent / carer feedback to ensure that our rewards strategy is well-matched to rewards that our students value. In the meantime, we are continuing to reward and recognise students using reward points on Class Charts, celebration assemblies to recognise success, and Ambitious Learner postcards for students who embody The Lord's Hill Way. We look forward to sharing an update on rewards with you very soon.

### Updated Behaviour Pathway

Today, all students received a message from leaders in the Academy about our updated Behaviour Pathway and learned about how this will impact positively on their futures. Please find over the page the flow map that outlines how behaviour will be addressed for all students at the Academy moving forwards. You will notice in the flow map that the language being used from Monday will be **Reminder, Warning, Shadow, Internal Exclusion**, where Internal Exclusion is our most serious internal sanction – the next escalation would be a suspension. Within the flow map, it provides an overview of when and how each layer will be applied, together with the consequence of each layer.

Executive Principal - Mr Benjamin Bond  
Head of School - Dr Karen Riding

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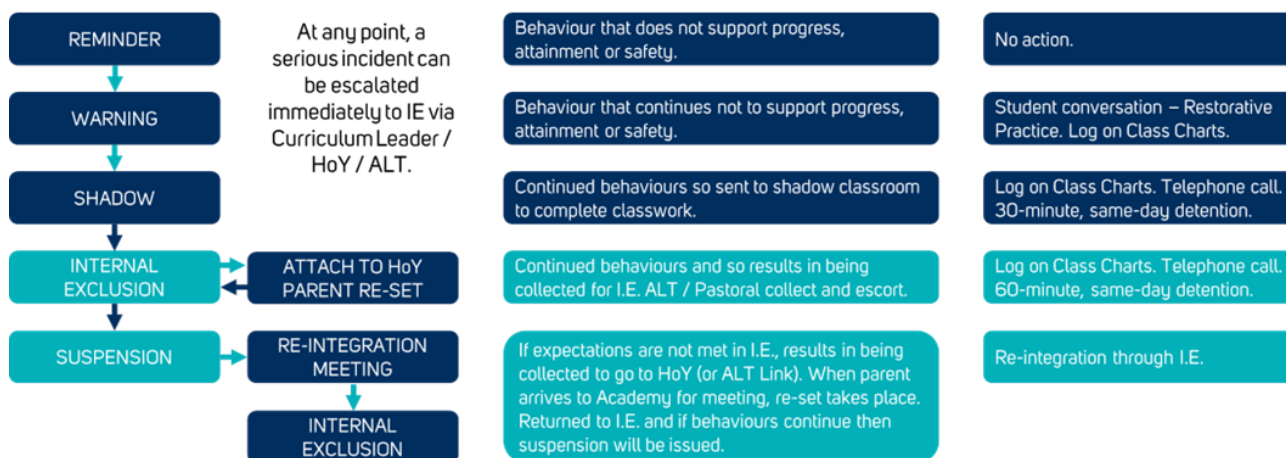


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As an inclusive school, we will continue to make reasonable adaptations where students have additional needs so that our students are more likely to be able to experience success. You will notice that, where a child does not to meet our expectations in Internal Exclusion (I.E.), before we take further action we will ask you to come into the Academy to re-set your child’s behaviour. It is **critical** that you attend this meeting so that we can support your child in making the right choices and avoid further escalation. We continue to ask for your relentless support of our school and our community.



### Consequences and The Lord’s Hill Way

To coincide with our decision to update our Behaviour Pathway, we have also aligned our consequences so that they better connect with The Lord’s Hill Way. Please see our updated consequences below. Please note that the incidents below are not an exhaustive list, but instead is intended to update you of the key changes.

| INCIDENT                     | DETENTION  | ESCALATION | ESCALATION |
|------------------------------|------------|------------|------------|
| Late to School               | 30-minutes | 1-hour DT  | I.E.       |
| Late to Lesson               | 30-minutes | 1-hour DT  | I.E.       |
| Late to Lesson 2+ (same-day) |            | 1-hour DT  | I.E.       |
| Shadow                       | 30-minutes | 1-hour DT  | I.E.       |
| Shadow 2+ (same-day)         |            | 1-hour DT  | I.E.       |
| I.E.                         | 1-hour DT  | I.E.       | ALT Action |

We want to continue working in partnership with you, and by sending your child to our school you are agreeing that you will support the decisions that we make for your child’s learning, safety, wellbeing and behaviour. All detentions that are issued by **2.00pm** will be completed on the same day. Whilst we will make every effort as a school to contact you during the school day if your child has a detention, this is not always possible. We therefore use Class Charts to log all rewards and behaviour incidents, including detentions.

As parents and carers, your support in reinforcing these principles at home is invaluable. By working together, we can provide the guidance and resources our students need to succeed. If you have any questions about our updated Behaviour Pathway, please contact by email Mr S Ross, Regional Senior Leader ([Stuart.Ross@oasislordshill.org](mailto:Stuart.Ross@oasislordshill.org)) or Mr S Knight, Vice Principal ([Simon.Knight@oasislordshill.org](mailto:Simon.Knight@oasislordshill.org)) by email and we will make contact with you to address your questions.

We look forward to a productive and successful term ahead, and we thank you for entrusting us with your child’s education and future.

Yours sincerely

**Mr S Ross**  
Regional Senior Leader

**Mr S Knight**  
Vice Principal

## Updated Behaviour Pathway (Autumn 2023)

