

Our Ref: JWa/BBr/RZa

6th June 2019

Dear Parent/Carer

I am writing to you with a very important communication about some key changes that we are going to trial during the final half term of this academic year beginning on the 17th June. These changes are designed to support our work in improving the culture of the school and the character development of the students.

As you will know Oulder Hill's motto is “Our best always, everywhere” and we have worked hard this year with Pupils, Governors, Staff, the Parent Forum and other stakeholders to specifically define the mission statement and values that we believe in and act on as a school moving forward. These values have been agreed as below:

Oulder Hill
Community School

“We take pride in our values that govern everything we are and everything we do. We believe in doing “our best always, everywhere””

- We always **strive** to be the best we can be
- We always **challenge ourselves** to do better in all that we do
- We show **resilience, positivity and courage**, especially in the face of adversity

Our best always, everywhere

Our Faculties have been working hard to be very clear on what those students who embody these values actually do on a day to day basis in each subject area. The aim of this is to ensure that all students know exactly what to do “to do their best and be the best” they can be in all subject areas.

We are also introducing our new RESPECT character education programme. This will focus on seven key character attributes that we believe are crucial to develop if young people are to function as responsible citizens in an ever-changing world. We expect Oulder Hill students to be: Resilient, Empathic, Self-disciplined, Positive, Empowered, Courageous and Trustworthy (RESPECT). We will discreetly link elements of our PSHCEE curriculum to embed these core character traits and weave them through other areas of the academic curriculum.

Furthermore, we are remodelling our rewards and consequences system to reflect both our belief in rewarding the "best" and encouraging students to develop these RESPECT traits. As a result, we are amending our current system of Green, Yellow and Red slips to a more positive system where there are two positive categories rather than the current system where there are two negative ones. We will call these RESPECT points. We will still have Green RESPECT points which will be for good performance or attitude and Red RESPECT points which will still record negative behaviours. However, we will also introduce Gold RESPECT points that will be awarded to those students who really do strive to be the best, challenge themselves to do better and show resilience, positivity and courage. In short, Gold higher tariff RESPECT points will be awarded to those students who give their "best always, everywhere".

In addition to the new more positive RESPECT system, we are also launching a House system to Oulder Hill. There are a multitude of opportunities afforded by being oversubscribed and the largest school in Rochdale but one of the negatives is it can be harder for students to feel that they really belong to something and feel part of it. So to help shape and foster a more personal but still competitive spirit, whilst also encouraging pupils to be the best that they can be, the Student Council has identified five House identities that are connected with our mission of being a school that is proud to serve the Community of Rochdale. These Houses will be: Ashworth, Greenbooth, Healey, Springfield, and Watergrove named after local landmarks. This system will allow students greater opportunities for leadership roles and the opportunity to participate in a range of extra-curricular activities that will feature in inter-House competitions. This should help make them feel more involved and valued as a part of a caring, inclusive family not a member of a large impersonal school.

Sometimes we all make mistakes and it is a part of growing up and learning for children to face the consequences of their actions. Therefore, again in consultation with the Parent Forum, we have remodelled both our behaviour policy and system of detentions with the aim that we re-inforce good discipline by ensuring that students face certainty of consequence rather than severity of consequence. The current individual teacher detentions will cease on the 17th June to be replaced by a system of Centralised Consequences. This system will mean that a student will normally face the consequences of their actions on day 1 and certainly on day 2 of the issue. If a student receives a consequence during the morning then they will serve a 30 minute consequence at the end of that same day. If a student receives a consequence during an afternoon session, then they will serve a 30 minute consequence at the end of the next day. Parents will be notified at lunchtime via parentmail if their child needs to stay behind after school. Should a student not turn up for their consequence then they will face a 60 minute consequence the day after. These sessions will be held centrally and will be centrally staffed.

These changes are a positive way of ensuring that students don't just aim to achieve the best exam results they can but also aim to be the best young people that they can be. By focusing on character development and our RESPECT Code and putting in systems that will encourage and reward great attitudes and behaviour we believe that Oulder Hill will further develop into a place where your children can flourish and be their "best always, everywhere".

Yours sincerely



Mr J Watson
Headteacher



Mr B Bramwell
Deputy Headteacher