



## Oasis Academy Coulsdon

### Home Academy Agreement – September 2021

#### **Vision Statement:**

*Oasis Academy Coulsdon is a family dedicated to every student and the community.  
Students will achieve excellence and a love of learning through developing rigour,  
resilience, and passion.*

**Please read the following document in full, and then complete the  
[online agreement form](#).**

## **1. Academy culture, behaviour and inclusion:**

At Oasis Academy Coulsdon, we want our students to be safe, happy and successful. We know that for students to achieve in life, they need to develop excellent learning habits which will ensure their success both in school and in later life.

These habits and cultural norms in a classroom ensure there is freedom for innovative and creative lessons, free from time-wasting low level misbehaviour. We believe every minute of our school day is a precious learning opportunity and, to this end, we have a common and very detailed set of expectations and clear systems and structures, so no time is wasted.

The following behaviours and social norms will be explicitly taught, modelled, reinforced and praised to ensure our learning environment is a happy positive environment where all children and adults feel valued and respected, making people feel happy, included, safe and wanted.

1. Encourage other students to behave in an appropriate way.
2. Make eye contact when you are speaking to your friends, your teachers or visitors.
3. Listen and respect others when they are contributing or speaking.
4. Smile.
5. Always say "please" and "thank you".
6. Open and hold doors for one another.
7. Say "Good Morning/Afternoon" "How are you?" and "Can I help you?"
8. Volunteer to help other students or staff.
9. Take the initiative.
10. Do what's expected even when others are not.
11. Speak to an adult when there is a concern you need support with.

## **2. Oasis Academy Coulsdon Code of Conduct**

In lessons:

- Arrive at school by 8:20am and get to all lessons on time.
- Have the correct equipment in every lesson and your desk set out and ready for learning (planner, exercise book, reading book, pencil case).
- Wear the correct uniform smartly throughout the day.
- Enter the classroom calmly, greeting the teacher and starting the 'Do Now' activity.
- Only drinking water, and not otherwise eating, chewing or drinking in class.

- Being an active learner by engaging with the activities set by the teacher and demonstrating this by SLANTing at all times (Sitting up, Listening, Asking and Answering questions, Nodding, Tracking the speaker).
- Always recording homework in planners and completing homework on time and to an excellent standard.
- Making sure you catch up with your learning if you have been absent from school or have fallen behind for other reasons.
- Believing that we are all part of a learning family and are all responsible/accountable for each other's behaviours - students must encourage positive behaviour from family members.

Being an Oasis Coulsdon Ambassador means:

- Always being inclusive - never isolating, insulting, excluding, undermining or swearing at anyone.
- Never having physical contact with another student (playing, hugging, pushing, shoving, flicking).
- Never screaming or shouting.
- Always respecting school property and taking care not to waste school resources -never defacing the building, dropping litter or spitting.
- Walking quietly (Voice Level 1) in corridors.
- Always holding the door open for the rest of the line when you are at the front.
- Smiling and say "Good morning" or "Good afternoon" to any visitor.
- Opening the door for adults.
- Remembering you are representing our academy when on trips or educational visits or out in the community.
- Giving up your seat on public transport for an adult or family with young children.
- Going home from school in an orderly, responsible way. Do not hang around on the streets. When travelling on public transport, respecting those around you and reminding other Oasis Academy Coulsdon family members of our expectations.

**SLANT - Students are expected to SLANT as their 'default' position in class as it is of best benefit for student learning**

SLANT stands for the following:

- Sit up and sit still
- Listen
- Ask and Answer Questions
- Nod your head
- Track the speaker

Students will be taught how to SLANT and will be expected to demonstrate this behaviour in every lesson. As well as being a proven benefit for student learning, it also teaches students vital social skills which are expected in the workplace.

## **“Sweat the Small Stuff”: Students know what is expected and what the consequences are:**

We have the highest expectations of all of our students and strive for them to leave us in a position to go on and achieve their dream job in a career with prospects.

We know that if we allow small behaviours to go unchallenged we are doing a disservice to our young people which will ultimately result in larger problems occurring.

Below are some examples of student interactions that Oasis Academy Coulsdon staff will never ignore:

1. Talking or making comments while the teacher or a peer is talking.
2. Putting one’s head down in class, slouching or leaning backwards in one’s chair.
3. Any uniform infringement (shirt out, top button undone, wearing trainers, make-up and jewellery etc.).
4. Calling out without permission.
5. Tapping their own desk or chair or that of another student.
6. Trying, non-verbally, to get other students to laugh at them inappropriately.
7. Refusing to SLANT.
8. Talking, physically touching others or playing during line ups.
9. Rolling eyes or not making eye contact.
10. Chewing gum

## **Uniform**

At Oasis Academy Coulsdon we are practising habits to ensure we are successful both in school but also in later life. We want our students to dress professionally as this may be expected of them in the careers we hope they go on to pursue. We expect students to be in full and correct uniform at all times. Any uniform infringement will not be tolerated and will be corrected immediately. The following uniform is expected:

- White shirt buttoned (long or short sleeved).
- Plain black trousers for boys.

- Plain black trousers for girls or plain black pleated skirt – must be knee length or longer (skirts are not to be rolled up).
- Plain, flat black leather shoes - no coloured laces or stitching and no trainers, boots or converse style shoes.
- Plain black socks/tights.
- Oasis Coulsdon jumper.
- Plain black/navy head scarf.
- A dark (black or navy) coat.
- Tie professional length with Oasis symbol below the knot (at least three stripes showing).
- No make-up, false nails or nail varnish.
- No jewellery allowed other than a wristwatch.
- No piercings. A transparent piercing plug can be worn instead.
- No lines may be cut into hair or eyebrows.
- No hair dye.
- No outdoor clothing e.g. scarves, hats, coats, gloves or hoodies to be worn inside the school building.

## **Equipment**

Students must ensure they have all of the following equipment with them for every lesson:

- Record Book
- Black/Blue pens
- Green pen
- Ruler
- Glue stick
- Rubber
- Sharpener
- 2 x highlighters
- Protractor
- Pencil
- Scientific Calculator
- Reading book

## **3. Rewards**

We want students to be motivated by the intrinsic value of doing the right thing and achieving as a result of this; however, we also reward students for developing good learning habits. Teachers will reward students based on their effort, punctuality, attendance, progress and achievement within lessons as well as their behaviour around school and their contribution to the wider school community.

Examples of behaviour that would be rewarded at Oasis Academy Coulsdon are:

- Sustained effort in a lesson.
- Being inclusive to someone feeling left out.
- Showing a real improvement in your behaviour.
- Attending school every day.
- Excellent standard of work in an exercise book.
- Being resilient and persevering when things are hard.

Below are some of the ways that students will be rewarded:

- Verbal praise from teacher/Family Leader/Academy Leadership Team.
- Merits.
- Shoutout in assembly – round of applause.
- 'Star of the Week' from Family Leader.
- Certificates.
- Stickers and postcards.
- Phone calls home to parents/carers.
- Selecting students to represent the school – show visitors around and attend additional extra-curricular visits/ trips.
- Reward events and trips.

#### **4. Consequences**

We have the highest expectations of students in lessons to ensure that no learning time is lost. In the classroom, teachers will firstly try and correct any inappropriate behaviour using an Oasis Coulsdon behaviour technique. If the student does not then correct or alter their behaviour then a warning will be issued. If the student continues to misbehave, they will receive a demerit.

Examples of behaviour that, if uncorrected, would receive a demerit are:

- Talking during a silent task.
- Distracting others.
- Missing equipment.
- Incompletion of work.
- Incorrect uniform.
- Misuse of iPad.

Students are expected to be quiet on the academy's corridors and stairs and to move around our school building in a calm and safe manner. This is so they arrive to lessons promptly and with real focus. It also means they do not disturb learning going on in the academy. A demerit without a prior warning will be given for failure to meet these expectations.

## **Detention**

We want students to take responsibility for their actions and know that having the consequence as close to the misdemeanour as possible is important for students to value the process. We also want, as far as possible, for students to be able to see each day in school as a fresh start and a new opportunity.

A 30 minute detention will be given if a student receives 2 demerits in a school day. Students will sit the correction on the same day, enabling them to have a fresh start the following morning.

Some more serious behaviours warrant immediate awarding of a 60 minute detention. Examples of when this could be given include:

- Continuing with poor behaviour which means a student is removed from a lesson by Senior Staff (On Call).
- Not having their Record Book.
- Rude or inappropriate use of language to students or staff.
- Responding inappropriately to a demerit.
- Unacceptable use of the iPad.

When a student earns a 60 minute detention, their parent/carer is informed before the end of the day by text message.

For more serious misdemeanours, there is an Academy Leadership Team detention for 2 hours on a Thursday or a 2 hour Saturday detention. Examples of when this consequence could be used include:

- Repeated disruptions to others' learning.
- Defiance.
- Aggressive behaviour or fighting.
- Bullying.
- Smoking off site.
- Poor behaviour in the local community.

## **Reintegration Room**

If a student has been given a warning and a demerit in class, but still continues to misbehave, they will be removed from the lesson by a member of staff on-call. This is because it is unfair on the teacher and other students for one student to prevent others from learning.

They will be taken to the Reintegration Room where they will work in silence supervised by a senior member of staff. They will also receive a 60 minute detention for the same day.

The aims of this consequence are:

- Allow the teacher to teach and other students to learn.
- Give the student time to reflect on their actions and re-group.
- Give the student the opportunity to prove they are ready to return to lessons as soon as possible.

If a student works and behaves well in the Reintegration Room, they will be allowed to return to their next lesson for a fresh start. If they are not in the right frame of mind to return, they will stay until they have shown they are ready.

If a student is removed from two lessons in a day, they will work for the remainder of the day in the Reintegration Room and have a 2 hour ALT detention.

If a student has five visits to the Reintegration Room in a half term, their parents will be called in to the academy for a meeting and a Behaviour Support Plan.

## **Accepting a teacher's instruction**

We want our students to leave us and be prepared to go into their dream job, a career with prospects. We know for them to be successful they need to be able to receive feedback in a positive and productive way. Therefore we will explicitly teach students how to accept feedback in a respectful and positive way, taking responsibility for their behaviour and learning from it. At the beginning of every year students will be inducted as to how to accept a demerit or verbal or non-verbal teacher instruction using the 'right tone and right time'. The below will also be displayed around the Academy for a continual reminder:

Students must:

- Make eye contact with the teacher.
- Say "I'm sorry" or "I understand, can we talk about it later".
- Accept without question.

Students must not:

- Tut or kiss teeth.
- Raise eyebrows in shock.
- Question or challenge the decision.
- Walk away or slouch head.
- Answer back or try to address at the time.
- Show other unprofessional behaviour.



## **5. Attendance and Punctuality**

### **Key Principles**

- Students at the academy have the right to the best possible education.
- In order for students to access the best possible education, a high level of attendance is essential.
- Students' ability to stay safe, to enjoy school and to achieve well are jeopardised by poor attendance.
- Every moment of our academy day is a valuable learning opportunity.
- Students should practise good habits of attendance and punctuality to prepare them for the world of work.

Our attendance policy lays out how we support, track and sanction students whose attendance falls below our expected level of 97%.

### **Punctuality**

Students are expected to arrive at the academy by 8.20am at the latest to be ready to start their learning.

Any lateness will result in an automatic detention for the same day.

Where parents know that their child is running late to school, it is helpful to contact the School Office to notify us but please note that the same sanction may still apply.

### **Attendance**

<b>Green</b>	97%+	No concern – keep it up!
<b>Yellow</b>	95-97%	Care needed to fall no further
<b>Amber</b>	92-95%	Well below Academy target – will start to impact negatively on attainment.
<b>Lilac</b>	90-92%	Real concern – almost a day off a fortnight on average. Serious impact on attainment.
<b>Red</b>	<90%	Classed as persistent absence – proven to affect students' life chances. Referral to Educational Welfare Service.

The academy has an escalating approach to reinforcing high levels of attendance and intervening in respect of attendance concern.

### Authorised and Unauthorised Absence

If a student is absent from the academy, it is vital that a parent contact us by 8.00am to provide a reason for absence. This should be by telephone to the reception in the first instance supported by a written note on the student's return.

Absence can only be authorised where there is good cause. If no adequate reason for absence is provided, attendance will be recorded as unauthorised.

### Avoiding Holidays and Appointments during Term Time

In order to maximise individual achievement, parents should avoid making routine appointments for students during the academy day. Parents should not take family holidays during the term time period. The Local Authority has the power to fine parents if their child is absent from school without authorisation.

## **6. Achievement**

Each year students will be issued with a report outlining their achievement and progress. In addition there will parents' evenings and information evenings calendared throughout the year. It is vital that parents/carers attend these in order to support their children and the Academy.

Intervention and support will be in place for any student who is not making the expected progress in a subject(s).

## **7. Bullying**

Bullying or harassment is the use of deliberate aggression with the intention of hurting another person.

Oasis Academy Coulsdon has a zero tolerance policy towards bullying and any incidents of bullying, both inside and outside of the school building, will be fully investigated and taken extremely seriously.

Students can notify any member of staff if they have concerns or post a comment in the Worry Box (also available on email – [worrybox@oasiscoulsdon.org](mailto:worrybox@oasiscoulsdon.org)).

Bullying/harassment can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures).
- Physical - pushing, kicking, hitting, punching or any use of violence.
- Racist - racial taunts, graffiti, gestures.
- Sexual - unwanted physical contact or sexually abusive comments.
- Homophobic - because of or focussing on the issue of sexuality.
- Because of learning or physical disabilities.
- Verbal - name-calling, sarcasm, spreading rumours, teasing because of appearance etc.
- Cyber - all areas of internet use, such as e-mail, social media and internet chat room misuse.
- Mobile threats by text messaging & calls, misuse of associated technology, i.e. camera & video facilities, Apps etc

The following steps may be taken when dealing with incidents of bullying:

- If bullying is suspected or reported, the incident will be dealt with immediately by the student's Family Leader.
- A clear account of the incident will be recorded.
- The attached member of the Leadership Team may also be called upon to assist.
- Parents will be kept informed.
- Consequences will be used as appropriate.

Students who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a member of staff of their choice; – reassuring the student.
- offering continuous support and restoring self-esteem and confidence.

Students who have bullied will be helped by:

- Discussing what happened.
- Discovering why the student became involved.
- Establishing the wrongdoing and need to change.
- Informing parents/carers to help change the attitude of the student.

Depending on the severity of the incident, any of the following consequences could be used:

- Official warnings to cease offending.
- Detention.



- Removal of student from certain times of the academy day (e.g. lunch withdrawal).
- Fixed-term exclusion.
- Permanent exclusion.

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## **Agreement:**

After reading the above, please click on the below link to complete the online agreement.

[Home Academy Agreement](#)