



9 September 2025

Dear Parents and Carers,

At The Bourne Academy, we are committed to creating a calm, focused, and high-achieving environment where every student can thrive. As part of this commitment, we regularly review our behaviour systems and listen carefully to feedback from both students and parents/carers.

Following an internal review, we are pleased to share the following updates to our behaviour systems. These changes are designed to promote consistency, but more importantly, to reduce lost learning time. The changes will continue to uphold the high standards that underpin our Academy culture and ethos.

Key Updates to Behaviour Systems

Attendance and Punctuality

- Students arriving late to the Academy in the morning will remain in Reflection during Tutor Time (this will not apply to students with a late pass). Students will still complete tutor time activities in Reflection.
- A senior member of staff will complete checks on equipment, planner, and uniform
- If your child is late on 3 occasions in a half term, they will receive a Principal's Detention with Mr Avoth or a Senior Leader on a Friday afternoon from 3.00pm-5.15pm

Line Ups

- Tutors will check equipment, planner, and uniform thoroughly during morning line-ups
- Successful completion of ASPIRE card will receive praise and recognition during line ups
- Equipment will be replenished at line up, and a FIC strike issued where items are missing
- Tutors will only dismiss line ups once they have reassured the Head of Year that everything is perfect.

Reflection Room Protocol

- Students who enter the Reflection Room will be expected to lock their phone in a secure cabinet within the room. The phone will be returned to the student as soon as they leave the room.

First Impression Card (FIC) – 5 Strikes

- Students who accumulate 5 FIC Strikes will attend a Principal's Detention with Mr Avoth or a Senior Leader- Friday afternoon from 3.00pm until 5.15pm. This update reflects feedback requesting that behaviour sanctions cause minimal disruption to learning time.
- Heads of Year will continue to monitor student behaviour incidents on a weekly basis as they do currently.

Two Green Slips in One Day

- Students receiving two GREEN slips in a day will remain in Reflection until the end of the day
- They will also complete a Director of Learning detention (DoL) — a one-hour after-school detention for each Green Slip incident
- Each new school day offers a fresh start, supporting reflection and improvement, as long as students have successfully completed their time in reflection.

Principal: Mr Mark Avoth

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Partnerships with other local schools– Reducing Suspensions

We are proud to be working in partnership with other local schools to reduce suspensions and provide targeted support for behaviour:

- As is already the case, students who repeatedly breach our behaviour systems will attend reflection time off-site at another school
- Students who are escorted to DoL or Principal's detention and refuse to attend will complete reflection time at a Partner School for one day (in the earliest available slot). This will be at the discretion of the leadership team.
- This alternative provision allows students to reflect in a structured and purposeful environment.

ASPIRE Cards – Positive Recognition

To continue building a positive and supportive culture, we have also reduced the number of staff signatures required to complete the ASPIRE card.

- This change ensures that the majority of interactions between staff and students remain positive, meaningful, and encouraging
- Celebrating effort, kindness, and responsibility remains central to our ethos.

We would like to take this opportunity to thank all parents and carers for your ongoing support. Working in partnership with you ensures that every child at The Bourne Academy has the opportunity to succeed and flourish.

If you have any questions about the changes outlined, please contact your child's Head of Year.

Yours sincerely,

The Bourne Academy

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