



1st September 2023

Dear Families,

Welcome back to a new school academic year-I hope that you have had an enjoyable summer break and are feeling ready and excited for what this term will bring.

Starting with this summer holiday, we have had a few premises works to include:

- painting the KS2 corridor
- repainting Mozart, Attenborough, Rowling and Kingsley classes
- boiler replacement
- Roof guttering
- a deep clean of the school
- New LED lights fitted across the school

As you will have noted from the last communication at the end of last term from our Chair of Governors, we are currently working within a financially challenging period of time, where significant savings have had to be made. This has resulted in a reduction in the number of support staff that we have working as general teaching assistants, with more deployed to work with our younger children and children with an Education and Health Care Plan. We have also deployed our Deputy Headteachers to be working in the classroom for a greater percentage of the week. With a new academic year about to start, I am now in a position of being able to inform you of our complete staffing structure so please find below our staff teams for this academic year to include support staff, midday supervisors, the site and office team and our Breakfast and After School Club staff.

Staffing Structure 2023 – 2024

Class	Teacher	Support Staff
Holmes	Mrs Wozniak	Mrs Russel Mrs Coles (am) Mrs Belaidi (pm)
Beckham	Mrs Oozeerally	Miss Kerschbaum Mrs Spataro Miss Kennedy
Armstrong	Miss Smith	Mrs Simms Mrs Belaidi (am)



		Mrs Coles (pm) Miss Falvo
Kingsley	Mrs Ford	Mrs Tallant
Potter	Miss Dunn	Mrs Kennard Ms Morley
Mozart	Mrs Dickson	Mrs Keys
Farah	Mrs Price	Miss Courtnell
Rowling	Mrs Sullivan	Miss Thomas
Presley	Mr Kelynack	Mrs Mowatt
Attenborough	Miss Wheatley	Mrs Wellburn
Gates	Mrs Killick	

Midday Supervisors	Mrs Adusei Mrs Ekeke Ms Fryer
Breakfast Club Team	Miss Courtnell Mrs Kennard
After School Club Team	Miss Chevannes Mrs Belaidi Miss Falvo Ms Fryer Mrs Wellburn
Site Manager	Mr Cullen
Office Team	Mrs Parrett Mrs Morrone Mrs Mohan (Thursday's)
Kitchen Team	Mrs Munday Miss Purkiss Mrs Mohanarasara

Points of contact and how to best communicate with us

If you have any concerns about your child's welfare or ability to learn successfully, please do make an appointment with your child's classteacher. If you feel that after this initial contact that you would like a leader to be involved in a meeting about your child, then the leader to make contact with, based on their phase responsibility will be:

Year group	Leader
EYFS	Miss Akhtar
Year 1	Miss Akhtar
Year 2	Miss Holliday
Years 3-6	Mrs Killick
Inclusion Leader	Mrs Millward

If you would like to discuss concerns that may link to a specific learning/emotional need then please make contact with Mrs Millward.

Miss Holliday will be working at William Morris on a Monday and Tuesday. If you wish to speak to her about any school matter, then please do make an appointment with the school office. Miss Holliday is also available should you have a more serious concern that may want to share. Our Head of School Miss Akhtar will be available to discuss any further concerns relating to your child's education or any concerns that you may have about your child's behaviour and please do contact myself if you have any further concerns related to school matters.

May we remind you all that all staff welcome respectful engagement so that any discussion about your child or school matter is solution focussed and professional.

The revised timings of the school day

I am sure that you will be pleased to have been made aware that an 8.30 am start to the school day for everyone will mean that you will be able to bring your child/ren to school more conveniently by walking your child round to the back door of your child's classroom. School finishes at 3.15 pm on Monday to Thursday and at 2.30 pm on a Friday. Please continue to collect your child/ren from the back door of their classroom at home time too.

Enjoy a free school lunch

Please may I remind you that any child in Reception – Year 6 will be entitled to a free hot lunch on a daily basis. We will also continue to fund a hot school lunch for our fulltime Nursery children too.

You do not need to do anything to ensure that your child has their free school meal. Each morning, your child's classteacher will ask them if they are having a school dinner or a packed lunch on that day and the kitchen will then prepare and cook enough meals for all of the children to enjoy. You may choose for your child to have a hot meal every day of the week or on given days, there is no expectation or limit on how many days your child can enjoy a school lunch.

We have revised our lunch menu to reflect some of the children's favourites, as well as offering greater vegetarian choices. Please do share our menu, which may be found on our website with your child to encourage them to have one.

Uniform

We believe that wearing a smart and practical uniform allows all children to feel equal to their peers and confident in their appearance. We also believe it is important for children to wear clothing that is conducive to a successful learning environment, including activity-appropriate clothing, such as sports attire.

We expect our children to be wearing the following in terms of uniform:

- School colour fleece or jumper with or without the school logo
- Grey/black skirt, pinafore, shorts or trousers
- School colour checked summer dress
- White polo shirt with or without the school logo



Black shoes or trainers.

Children are also expected to bring in:
School colour book bag or rucksack with the school logo
Water bottle.

Children are expected to come into school with their PE kits on, the day that they have PE.
Please see below:

Day of Week	Classes
Monday	Attenborough Farah Gates
Tuesday	Mozart Potter
Wednesday	Beckham Armstrong Kingsley
Thursday	Presley Rowling
Friday	Holmes

A PE kit will include:

School colour PE t-shirt
Grey, blue or black shorts or tracksuit bottoms
Black trainers or plimsolls.

We will have second hand uniform sales the last Friday of every month, starting Friday 29th September 2023 at 2.30pm.

Relationships and Behaviour Policy review-detentions

This term welcomes the review of our Relationships and Behaviour Policy to support our belief that developing strong relationships enable us to work together with the common purpose of helping everyone learn. In order to achieve this, we apply restorative approaches to low level arising incidents such as, friendship breakups, disputes over games, running in school etc. which encourages everyone to take responsibility for their behaviours.

By promoting positive behaviour throughout the school the majority of our children will develop self-discipline and learn to co-operate with others at all times. It is, however, acknowledged that sometimes children may exhibit inappropriate behaviours from time to time and that some form of sanction may be necessary, e.g. a text home, detention etc. A text message sent from school will alert you to the fact that we are concerned about your child's behaviour and this in turn could lead to a face to face discussion about some additional support mechanisms that we may apply. A detention will only be given to any child in Years 3-6 who displays any physical behaviour or a behaviour that is emotionally or verbally harmful to others. We will inform you on a Thursday each week, if your child is to have a detention, as this will take place on a Friday from 2.30 pm-3.00 pm with a Senior Leader. If a child in Year 1 or 2 displays similar behaviours, then they will have some



reflection time with a Senior Leader instead of a playtime with their friends in order to regulate and reflect on the behaviours seen.

Eco Schools Green Flag Award

Please see below the feedback that we have had regarding our Green Flag Award application:

It's very impressive that you have formed such a large Eco-Committee. It shows that young people in your school are aware of environmental issues and committed to being active and creating positive change. This knowledge and attitude has provided your school with excellent foundations for the many successes that you've achieved this year. Your Eco-Committee were elected democratically, which is a fair and mature approach – well done to selected members on their appointment! It's brilliant that young people were given the responsibility for recording meeting minutes. This will allow them to take ownership over the Eco-Schools programme and develop their listening, communication and teamwork skills. It was lovely to read all the comments on your Environmental Review and gain a real insight into the debate and discussion that took place whilst completing it. It's clear your Eco-Committee are constantly considering what actions they can take to improve their local community and benefit our planet. Your action plan shows that your Eco-Committee have carefully considered how they can involve their entire school in their planned Eco-Schools' activities to achieve maximum impacts and raise awareness amongst their school community. We enjoyed reading about your plans for your focus areas on energy, litter and waste. We love the variety of activities that you and your Eco-Committee have included in the action plan. This will no doubt support multi-disciplinary skills and shows how integrated environmentalism is in your school. You have provided practical and fun curriculum examples, which impressively build on the projects you have worked on in your action plan. This is a great way to add context to your Eco-Schools work, it means young people at your school are given the opportunity to learn about important environmental issues and then the chance to work on these issues – a great dual approach. You have used environmental issues to enrich learning and increase engagement with learning in your school and this is something to be very proud of. You have worked with a variety of different individuals and organisations including the ERF Viridor recycling facility, relying on their expertise and passion to enrich and inform your Eco-Schools journey. No doubt this was a mutually beneficial experience for all, as these individuals and organisations must have also been inspired by your dedicated Eco-Committee. We hope all staff members involved in your Eco-Schools work take immense amounts of pride from the parental quote uploaded. Your hard work and dedication has inspired young people and empowered them with the belief that they can positively impact our planet – this is something incredibly special! Your greatest successes link clearly to the experience of your pupils. Your food waste project was a huge success, well done! This is what the best forms of climate action are about – impactful but achievable things that create a positive experience and prompt more action. We love this! Your Eco-Code is very punchy, clear and easy to digest for those that see it. It's a direct call to action. We love this! We loved reading about your environmentally-themed Marine Meltdown week of learning, this is a great way to make eco-education a community event. Thank you so much for submitting such a terrific application. We have loved reading about your journey and are incredibly impressed by all you have achieved. We have no hesitation in awarding you an Eco-Schools Green Flag with Merit, congratulations!

A very big thank you to Mrs Wozniak and the Eco Warriors.



Celebrating achievement

All children will have the opportunity of earning themselves an 'ask me what I have achieved today' sticker during the school day. Children may be sent to visit the Head of School or myself to share their learning successes. They will then receive an Achievement Certificate to take home at the beginning of the following week.

'Wow' cards will still be sent home fortnightly as recognition of some wonderful learning, fabulous attitude to a challenge, impeccable manners, friendly and supportive attributes etc.

Attendance certificates for classes who achieve the weekly target of 94% will be delivered to each class on a Monday ready for staff to display prominently in their classrooms.

Covering a class when there is staff absence

As we work hard to reduce a substantial deficit in our budget, our focus continues to prioritise learning and teaching that inspires and challenges our children to achieve their very best. With our most Senior Leaders spending a greater percentage of their week in the classroom and our cover staff now class based, we do not have as much capacity to be able to cover staff, as we have had previously. This has meant that we have had to devise a cover plan to ensure that children have a teacher in the classroom, in the event that their classteacher is absent. On the first day of absence we will be linking children if they are in Years 1-6, which will involve 2 or 3 children joining another class/year group with pre-prepared learning tasks to complete in the presence of the classteacher of the class that they are joining. The children will know which class is their 'link' class and will go to this class anytime that their classteacher is absent for the period of one day. If a teacher in our Early Years is absent, we will cover the class with a leader that isn't scheduled to be in class that day, a Higher Level Teaching Assistant, the Inclusion Leader or the Head of School. This is manageable, as long as we do not have many staff absent all at once. If a member of staff is due to be absent for a longer period of time, then we will have no option but to book a supply teacher. This would be the last resort.

Extra-curricular opportunities

Our slightly more extensive programme of extra-curricular activities will resume for the children, with staff and outside providers taking the lead in a variety of creative, physical, social and academic activities this coming term. These will start the week beginning the **18th September 2023**. Information detailing what is on offer will be sent home on **Monday 11th September 2023**. Please do make sure that you check your parentmail for this information in order to register your child/ren.

Details of the autumn term events will be with you in separate fortnightly BeDifferent Bulletins and as you know, we do like to be busy.

Looking forward to a successful term ahead,

Mrs Bull

