

14th February, 2025

Dear Parent/Carer,

I hope this letter finds you well. It has been a truly exciting start to the year, and I would like to begin by celebrating the fantastic achievements of our students across a wide range of areas. We are so proud of the students, staff and community and the start we have had to the year.

As you know we had Ofsted in over the past week and although we will have to wait until the report comes back, I hope it reflects the start of the journey we are on and the exciting direction for the future moving forward. Thank you for sharing your thoughts and views, it is this ongoing honesty and partnership that means we will focus on ensuring Flegg is the academy that every child deserves it to be.

We have been incredibly proud of our students' achievements, and there have been several standout moments already in 2025. First and foremost, congratulations are in order for our F1 in Schools team, who won four awards at the Regional Competition and have now qualified for the National Competition. This is an amazing achievement, and we look forward to supporting them on their journey to the national stage.

Additionally, I want to highlight the fantastic attitude demonstrated by our Year 11 students as they embarked on their first week of mock exams. The maturity and focus they have shown is a great testament to their dedication, and the second week of mocks will take place after the half-term break. We are confident that they will continue to give their best.

The Year 11 catering, dance, drama, and art days were also an overwhelming success, showcasing the immense talent and creativity within our school. These days provided a wonderful opportunity for students to explore their artistic and practical skills, and we were blown away by the quality of the work produced.

In addition, we recently held a Student Leadership Meeting with over 150 students involved in shaping the future of Flegg. This meeting was an inspiring example of student voice in action, and there will be many more opportunities for students to engage and contribute. All students have already shared their ideas and reflections through the start-of-year survey, and we will continue to ensure their voices are heard in every decision we make.

Our student leaders also had the privilege of representing Flegg at the local council youth meeting, where they shared their ideas and views, furthering our commitment to empowering young people to have a say in the community.

I would also like to take a moment to thank you for your fantastic support during the recent parent evenings. Your engagement and feedback are incredibly valuable as we work together to ensure the success of every student. Additionally, we truly appreciate the continued support you provide outside the academy in helping your child with their learning. Your partnership plays a crucial role in fostering a positive and motivating environment for your child's academic journey, and we are grateful for everything you do to support their growth and success.

Finally, I'd like to congratulate all of our sports teams for their outstanding performances in recent fixtures. The dedication and sportsmanship on display have been impressive, and we are incredibly proud of their achievements.

As we celebrate these successes, we remain focused on our core values of Kindness, Aspiration, and Respect, which continue to guide everything we do at Flegg. With these achievements in mind, we are excited to share some updates on our new behaviour system, which will help us continue to build a positive and supportive learning environment for all students.

### **Key Changes to Our Behaviour System:**

**Expectations Around the Academy:** At Flegg, we are committed to creating a positive and supportive environment both inside and outside the classroom. We want all students to feel proud of being part of our community, where high standards help everyone thrive. This includes maintaining a focus on our uniform and conduct policies, which help create a respectful and focused environment for learning.

We understand that sometimes things can slip, so if a student forgets something like their uniform or arrives late to class, we will remind them of the expectations. When this happens, students will be given an Instant Demerit as a way to help them reflect on what needs to improve. We see this as an opportunity to learn and grow, not as a punishment.

If a **student accumulates five demerits in a week, they will attend a 30-minute after-school reflection session on Friday afternoon.** We believe this helps students understand the importance of consistent effort and the impact of their actions on the wider community. **If demerits increase to 8 in a week, the session will be extended to 60-minutes on the Friday afternoon** to enable further focus on getting these expectations correct in the following week. I thank you in advance for your support in helping all students stay on track with the expectations we all share.

**Classroom Expectations:** In the classroom, we want all students to feel supported and empowered to succeed. Our priority is to make sure every student has the space to learn and grow without distractions. To support this, we are introducing a **one warning system.** If a student's behaviour is preventing their own learning or distracting others, teachers will calmly remind them with the phrase, "You are not ready to learn, this is your warning."

This reminder is a chance for students to pause and reflect. If the student takes the opportunity to adjust their behaviour, they can continue in the lesson and carry on with their learning. We believe in giving students the chance to improve without the need for immediate consequences. If the behaviour continues, students will be required to spend the remainder of the lesson and additional time in our **Reflection Room**, where they will reflect and receive support to make positive choices moving forward alongside completing work independently that links to their curriculum to ensure they can continue with their learning.

The aim of this approach is to encourage students to take responsibility for their actions in a calm and supportive way, allowing them to make positive changes in the moment so that learning can continue without disruption while still maintaining high standards for all.

**Rewards and Positive Reinforcement:** We are also expanding our **rewards system** to celebrate the kindness, respect, and aspiration that our students show every day. Students who demonstrate these values will be recognised and rewarded for their positive contributions to our academy community. Our rewards will be engaging and meaningful, helping to create an environment where all students feel motivated to keep working hard and supporting one another.

At Flegg, we truly believe in empowering students to be the best version of themselves, and our updated behaviour system is designed to support their personal growth and success. By focusing on

positive reinforcement, reflection, and clear expectations, we are working together to build a community where every student feels valued, encouraged, and ready to succeed.

The overarching purpose of these changes is to support every student in being their best, both academically and as a member of our academy community. We believe that with your support, we can build an environment where kindness, aspiration, and respect are not just words, but daily practices that guide every decision and interaction.

We understand that every student is unique, and we are committed to providing the necessary support to help them succeed. Please rest assured that these changes are part of our ongoing effort to create an academy where every student feels valued, motivated, and ready to learn. We are excited to see these systems help our students thrive as they continue their journey at Flegg.

If you have any questions or would like further clarification on the new system, please don't hesitate to get in touch. We value your partnership and appreciate your continued support as we work together to create an environment that fosters kindness, aspiration, and respect for all.

Yours sincerely,



Simon Gilbert-Barnham

Senior Principal

Flegg High Ormiston Academy

## Key dates

Dates for your Diary	Event	Time
<b>Monday 10<sup>th</sup> February</b>	Senior Year Spring Exam Block (Week 1 of 2)	Various
<b>Friday 14<sup>th</sup> February</b>	Break for Spring Half Term	3.00pm
<b>Monday 24<sup>th</sup> February</b>	Staff Training Day	All Day
<b>Tuesday 25<sup>th</sup> February</b>	First day of Spring Term 2 All Students return	8.30am
<b>Tuesday 26<sup>th</sup> February</b>	Senior Year Spring Exam Block (Week 2 of 2)	Various
<b>Monday 3<sup>rd</sup> March</b>	Senior Year Spring Exam Block	Monday 3 <sup>rd</sup> P1-4
<b>Wednesday 19<sup>th</sup> March</b>	Year 9 Vaccinations	
<b>Saturday 22<sup>nd</sup> March</b>	Easter Fayre	10am – 4pm
<b>Thursday 27<sup>th</sup> March</b>	Year 10 Progress Evening	3.30pm – 6.30pm
<b>Friday 4<sup>th</sup> April</b>	Last Day of Spring Term	

## Flegg High Ormiston Academy - Uniform and Expectations

At Flegg, we are committed to creating a positive and respectful environment where everyone feels proud to be part of our academy community. Our uniform and behaviour expectations help us all focus on learning, while promoting respect for one another. We are here to support you in meeting these expectations and ensuring that every day at school is a positive experience. **The below is a summary of the current uniform expectations.**

### Uniform

**Blazer:** Our navy blue blazer with the academy logo is an important part of our school identity. It shows pride in being part of Flegg.

**Jumper:** A navy blue V-neck jumper (optional) can be worn for warmth and comfort. This can be purchased from Harrisons or a plain navy one.

**Shirt:** A light blue short or long-sleeved shirt is to be worn every day. It should be neat, tucked in, and ready for learning.

**Tie:** The two-tone blue tie is part of our uniform, and we ask that it is worn properly every day.

**Skirt:** If you choose to wear a skirt, it should be navy blue and of a modest length. This must not be rolled.

**Trousers:** Navy blue, tailored trousers should be worn. These should not be skinny or cropped styles, as we want all students to be comfortable and ready to learn.

**Shoes:** Smart black shoes (not boots or canvas style shoes) must be worn, ensuring comfort and support throughout the day.

**Socks/Tights:** Plain black, blue, grey, or white socks or tights are expected.

## **PE & Dance Kit**

**PE Top:** A white polo shirt with the school logo or a plain white polo shirt will help you feel part of the team.

**Rugby Top:** For rugby, we wear the two-tone blue rugby top to show our spirit and teamwork.

**Sports Shorts/Skort:** Navy blue sports shorts or a skort (from Harrisons) will keep you comfortable during PE and dance.

**Tracksuit Bottoms:** Optional navy blue tracksuit bottoms for colder weather or outdoor activities.

**Trainers:** Any comfortable pair of trainers are fine for PE activities.

**PE Sweatshirt/Waterproof Jacket:** Optional but useful for outdoor PE or when it's chilly.

## **Outer Garments**

**Coats & Jackets:** Coats and Jackets can be worn over uniform but must be removed in classrooms. Hoodies are not part of our uniform, and we ask that they are removed when at the academy.

**Hats & Scarves:** These are fine for the colder months, but should be removed when indoors.

## **General Expectations**

Uniform should be worn with pride and in line with our academy values, ensuring everyone feels part of our community.

All items should be clearly named to help us return anything that may be misplaced.

No extreme hairstyles or makeup – we want everyone to focus on their learning without distractions.

Jewellery should be kept simple – we only allow one small pair of stud earrings.

We understand that sometimes things can go wrong, and if you need support with any part of your uniform, please don't hesitate to speak to us. We are here to help you and will always work with you to ensure you can follow the uniform expectations comfortably.

We believe that by following these guidelines together, we can create a respectful and focused environment where everyone can thrive.

## H.E.A.R.T Values

As a basis for the key values that we all embrace at Flegg we have included a reminder of the responsibilities every member of our community should uphold at all times. This is a key set of values that we will build positive relationships and a focus on education at all times.

# H.E.A.R.T

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**HIGH EXPECTATIONS**  
**EFFORT**  
**ACTIVE LISTENING**  
**RESPECT**  
**TEAMWORK**



**HIGH EXPECTATIONS:**  
**BE THE BEST VERSION OF YOURSELF IN EVERYTHING YOU DO**

Be on time  
Be ready to learn and come prepared  
Be kind

**EFFORT:**  
**MAKE THE MOST OF EVERY LESSON, EVERY DAY**

Always try your best  
Always keep going, even when the work gets tough  
Always try again, don't be afraid to fail as it's when you'll learn the most

**ACTIVE LISTENING:**  
**LEARN FROM THOSE AROUND YOU**

Listen carefully to explanations and instructions  
Listen respectfully to others' ideas and opinions  
Listen with your full attention

**RESPECT:**  
**SHOW RESPECT FOR EVERYONE AND EVERYTHING**

Respect others, even if you disagree  
Respect your learning and the learning of those around you  
Respect your environment

**TEAMWORK:**  
**WORK TOGETHER TO CREATE THE BEST VERSION OF #TEAMFLEGG**

#TeamFlegg: contribute fully to class activities  
#TeamFlegg: value and respect others' ideas, opinions and contributions  
#TeamFlegg: support those around you to be the best version of themselves