

The Carlton  
Academy

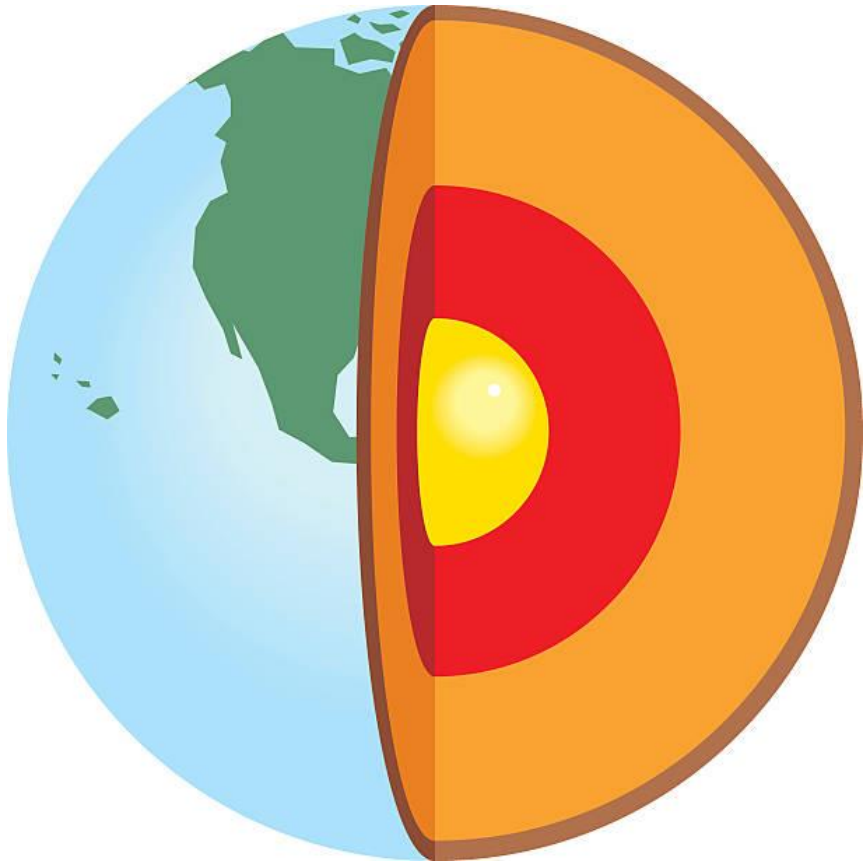
**REDHILL**  
ACADEMY TRUST



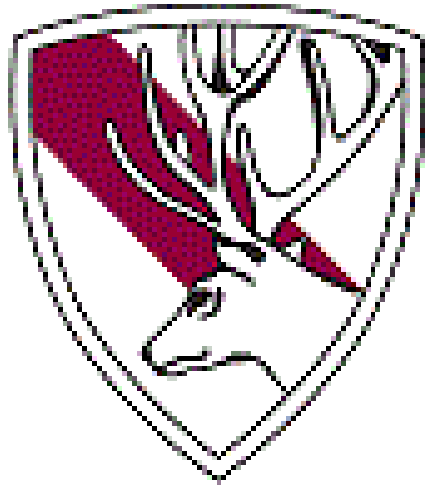
**“Our Vision and Values”**  
***What we do and why we all  
do it.***



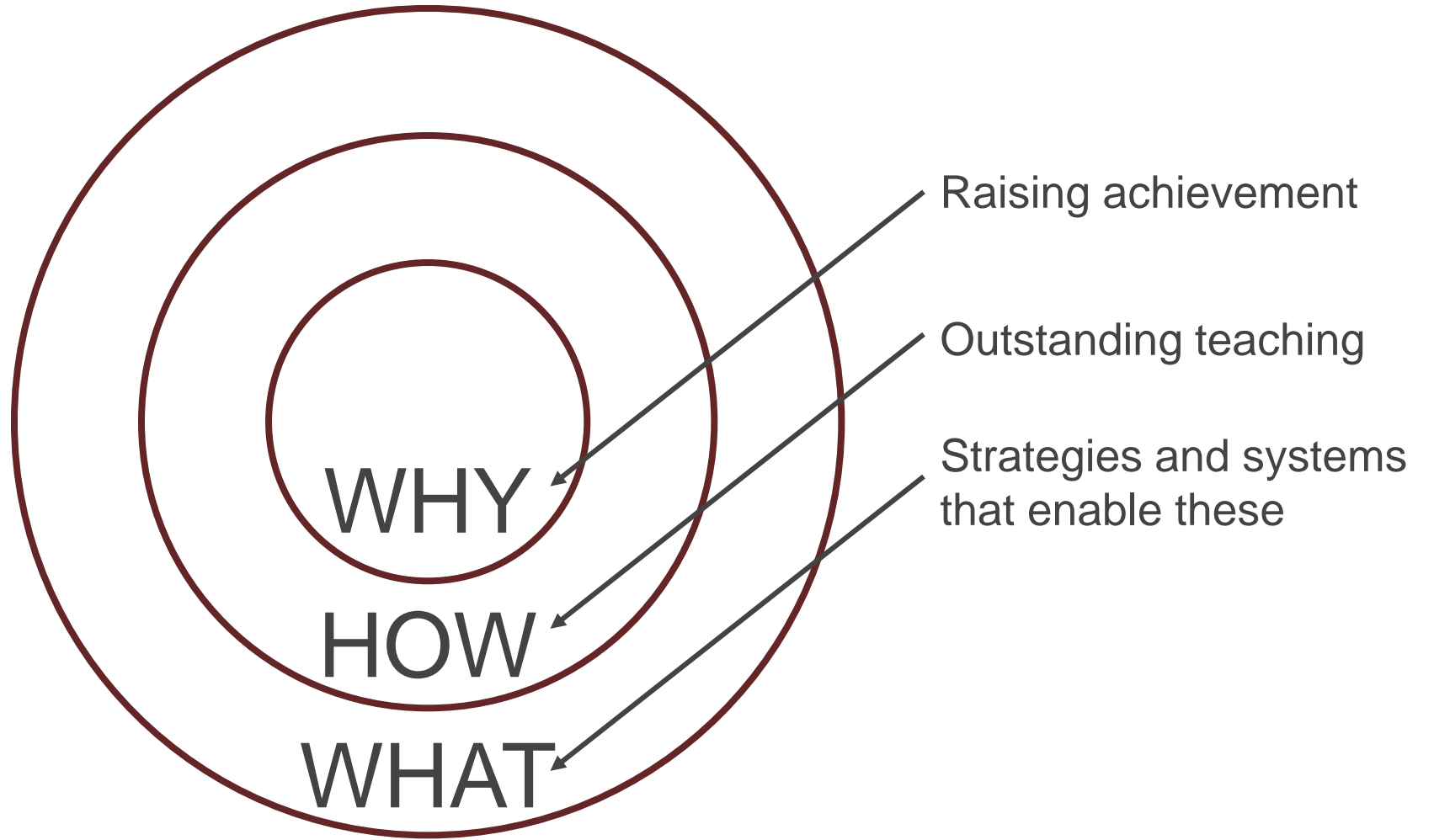
# Core Purpose



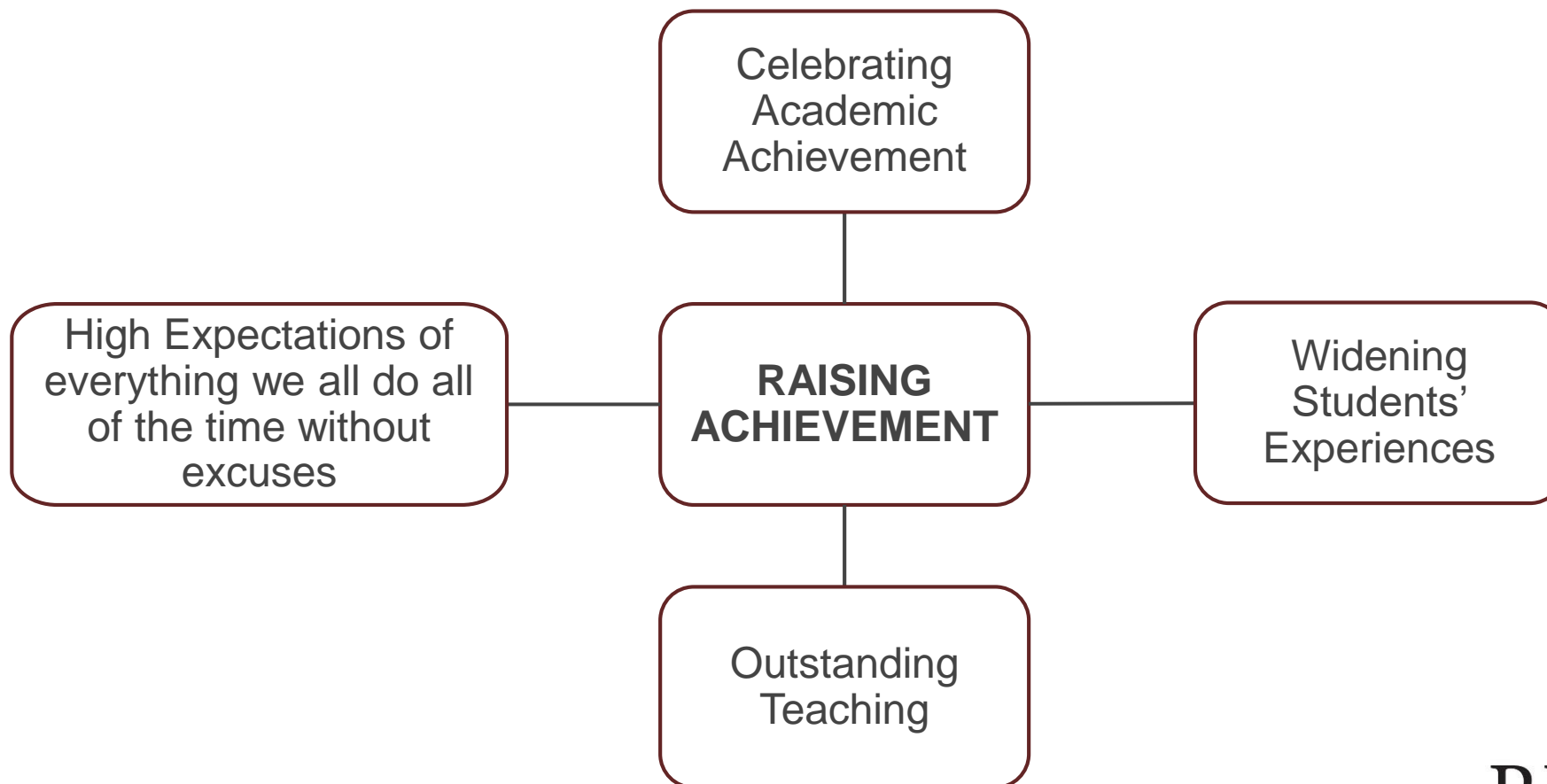
We are here to help you develop knowledge and skills that enable you to succeed in your lives ahead. This involves achieving great exam results, being a role model for yourself and others and leaving school ready to compete and succeed in the world.

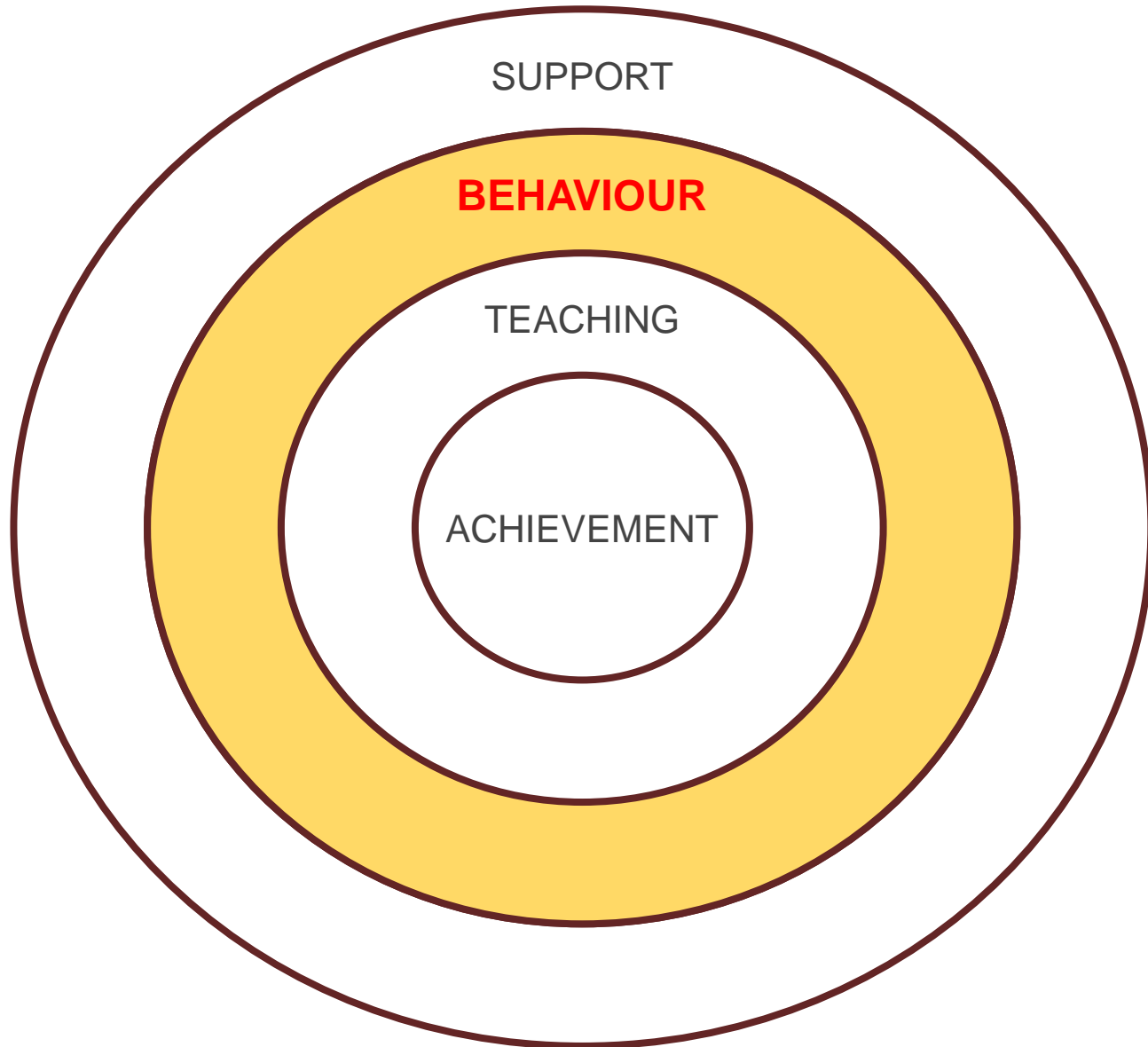


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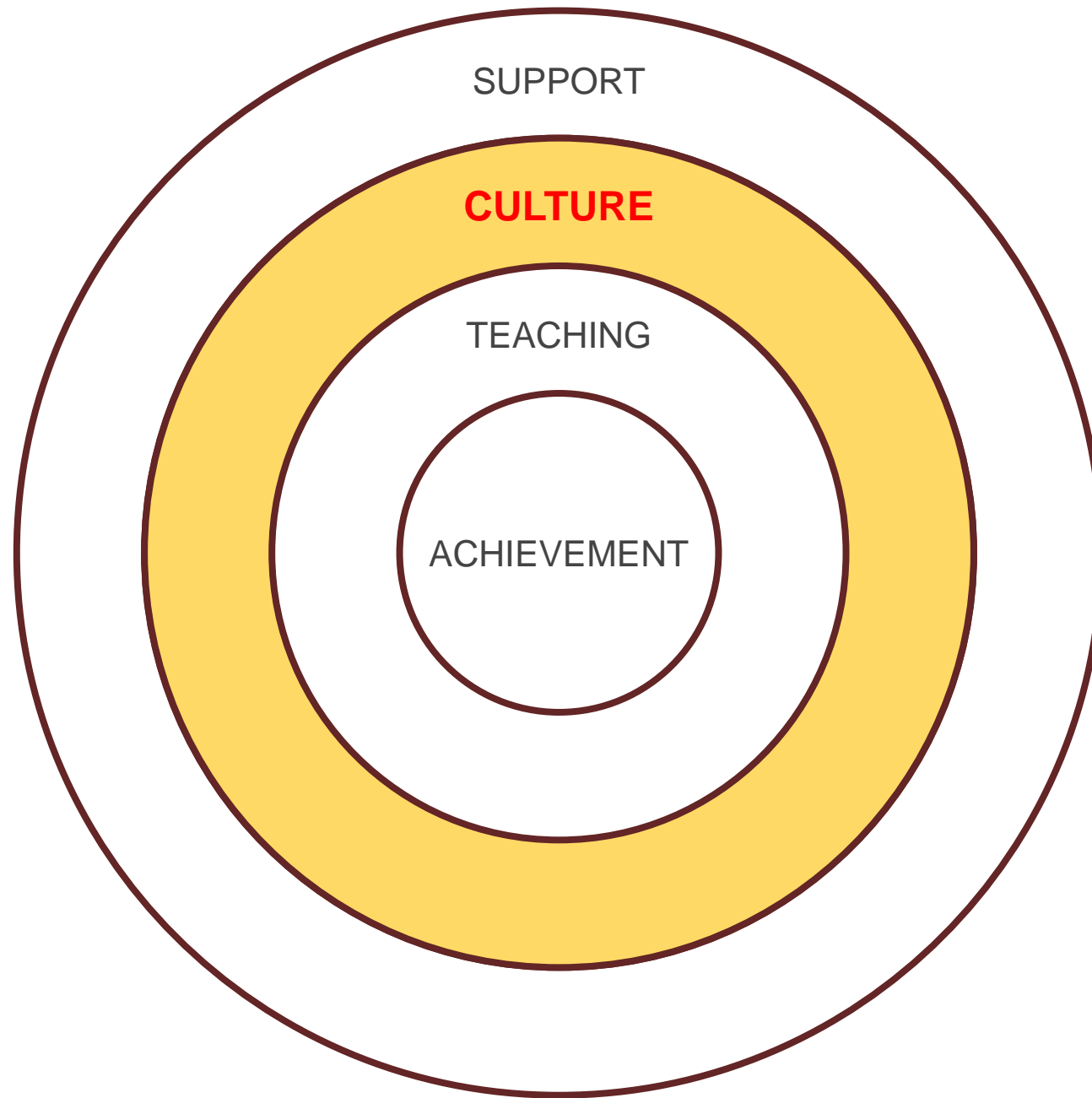


# The four key elements

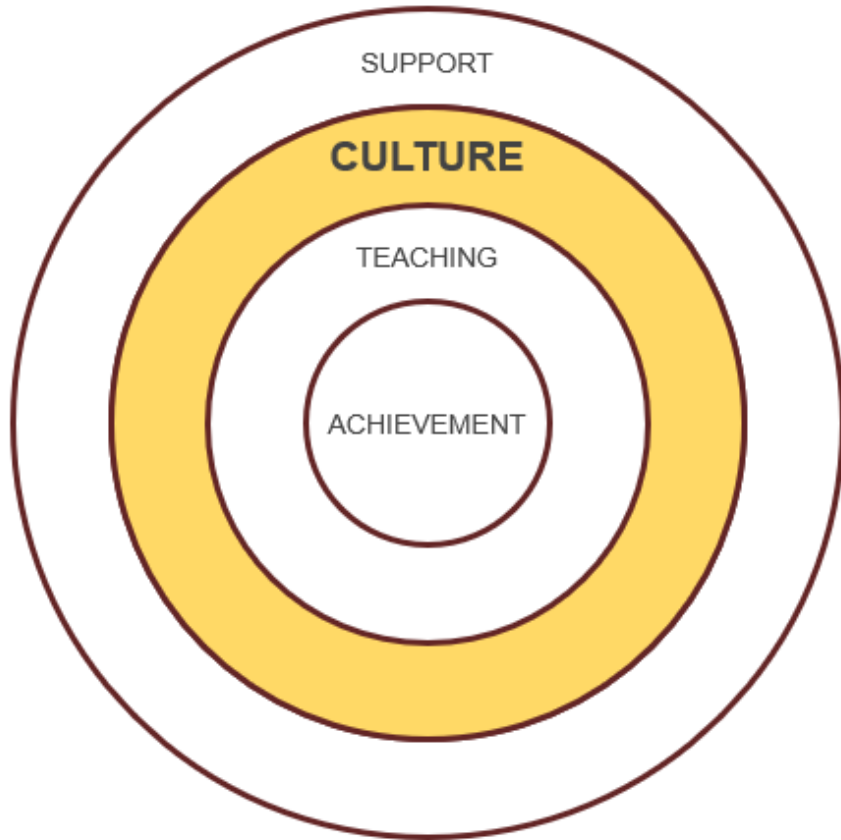




Behaviour can have a negative sound, we will use the word 'culture'



# Culture?



Culture is what we make, it is what it feels like to be at our school, it is what it looks like from the outside in. We ALL play a massive part in developing that culture, everyday.



# A right to learn and succeed



Every student has a right to learn and every teacher a right to facilitate this. No student will be allowed to disrupt the success and life chances of other young people because this is **not** a dress rehearsal, this is **the real thing**.

# Culture of success and participation



- Learn in lessons and believe you can succeed
- Contribute to the school by taking part in the massive offer of enrichment ‘Opportunities’
- Aim high for yourself, don’t limit your achievements and experiences

# Values at The Carlton Academy

British Values	Carlton Value	At Carlton, we believe...
Democracy	Democracy	Everybody has a role to play and people should be able to voice their opinions about the issues that matter to them in a <b>DEMOCRATIC</b> way.
The rule of law	Responsibility	Laws and rules are there to keep us safe. Everyone needs to respect them and take <b>RESPONSIBILITY</b> for their actions.
Individual liberty	Independence	In the importance of individuals developing the self-esteem, confidence and initiative necessary to think <b>INDEPENDENTLY</b> .
Tolerance of those of different faiths and beliefs	Value	Everyone's beliefs, religious or otherwise, should be <b>VALUED</b> and respected unless they encourage hatred or harm towards others.
Equality	Equality	People should be treated <b>EQUALLY</b> regardless of their race, gender, sexuality, religion or background.

These underpin what we do and why we do it. There are too many examples in our world where these values are not seen or even allowed. We all have a part to play in living these values, both in school and in our wider lives.

# Learners at The Carlton Academy

**C**ontributor  
**A**spiring  
**R**esilient  
**L**eader  
**T**eacher  
**O**rganised  
**N**ew Thinker

## Characteristics of learners at



The Carlton  
Academy

REDHILL ACADEMY TRUST  
Exsisto Optimus



These are the seven things staff and students believe lead to success in our school. They enable you to take part in school life, cope with challenges, support each other, try new things, prepare for life ahead and have skills that will set you up for life ahead in the highly competitive world we are in. We reward you for these because they are important

# Learners at The Carlton Academy

## The Carlton Academy Pledges



To achieve 96% or better attendance each academic year	Successfully participate in at least six school trips	To represent the academy in sports or performing arts events.	Organise and actively participate in at least three different assemblies	Contribute to the wider community	To support others within the academy	Actively engage DEAR time and additional reading activities	Personal Pledge
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The Carlton Academy

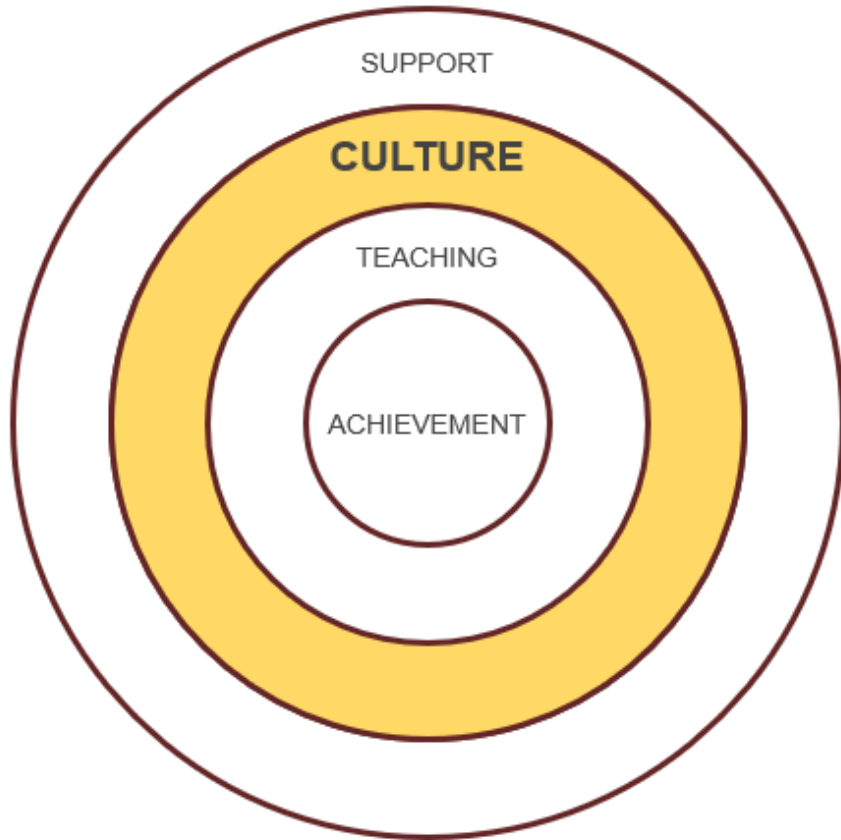
These allow you to record and celebrate what you take part in outside of the classroom and are skills for your future.

# Why does it matter?



- Qualifications open doors for your future and give choices you will not have without them
- The person you become during your journey through school will form your future
- The world is very competitive, the more you achieve, the more you take part in and the more you experience the more competitive you will be for life ahead.

# Routines allow culture to develop



More routines are needed for some areas like:

Lesson start and end

Social time

Common language and respect

# Staff and students

- Home academy agreement
- Code of conduct
- Red Lines
- Routines – what we do and why we do it



# Home academy agreement

	Academy will:	Home will:	Students will:
<b>Teaching and Learning:</b> <i>students deserve the highest possible standard of teaching and support to help them learn</i>	<ul style="list-style-type: none"> <li>Provide an enriched curriculum which challenges and motivates</li> <li>Ensure that each student has the opportunities, support and guidance to achieve his/her full potential</li> <li>Use regular assessment to track student progress</li> </ul>	<ul style="list-style-type: none"> <li>Take an interest in what my child is learning</li> <li>Support the academy's philosophy of high expectations for all</li> <li>Encourage my child to work hard and support them in homework</li> </ul>	<ul style="list-style-type: none"> <li>Come to academy ready to learn</li> <li>Work hard in all lessons</li> <li>Complete their home learning everyday</li> </ul>
<b>Attendance &amp; Punctuality:</b> <i>students have the right to education and parents have a legal responsibility to make sure children attend regularly.</i>	<ul style="list-style-type: none"> <li>Contact parents on the first day of unknown absence</li> <li>Contact parents of children who regularly arrive late for academy</li> <li>Refer to Education Welfare where attendance is a concern</li> </ul>	<ul style="list-style-type: none"> <li>Make every effort to make sure that my child will attend academy every day and on time</li> <li>Inform the academy as soon as possible about any absence and the reason for it</li> <li>Avoid taking children on holiday during term time</li> </ul>	<ul style="list-style-type: none"> <li>Attend academy every day and arrive on time</li> <li>Go straight to lessons during the academy day</li> </ul>
<b>Culture and Ethos:</b> <i>students learn best in an orderly environment where everyone knows what is expected of them.</i>	<ul style="list-style-type: none"> <li>Have a behaviour policy which creates a safe and caring environment for everyone</li> <li>Treat everyone with respect</li> <li>Make sure that all staff, students and parents know what is expected</li> <li>Consistently implement the behaviour policy sanctions and rewards</li> <li>Detain your child after academy where necessary</li> <li>Place your child on daily behaviour report where necessary</li> <li>Liaise with external agencies where necessary when concerns arise (Social care, Police, Inclusion Team)</li> </ul>	<ul style="list-style-type: none"> <li>Give praise at home for good behaviour and attitude at academy</li> <li>Work with the academy to find solutions in cases of unacceptable behaviour</li> <li>Agree to the detention policy of the academy</li> <li>Sign daily behaviour reports where necessary</li> <li>Work cooperatively with external agencies where necessary to support the wellbeing and behaviour of your child</li> </ul>	<ul style="list-style-type: none"> <li>Keep academy and class rules</li> <li>Be an ambassador for the academy - polite to others in the academy and in the wider community</li> <li>Understand that any misbehaviour whilst wearing Academy uniform will be dealt with as if the incident occurred at academy</li> <li>Treat others as I would wish to be treated</li> <li>Have a positive attitude to learning and academy</li> <li>Attend detentions</li> <li>Work cooperatively with external agencies to improve behaviour where necessary</li> <li>Understand that you may be searched for banned or prohibited items where necessary</li> </ul>
<b>Home Learning, Study Support &amp; Enrichment:</b> <i>learning at home has an important part to play in helping students to achieve.</i>	<ul style="list-style-type: none"> <li>Keep parents informed about home learning</li> <li>Provide suitable materials and advice on <a href="#">home based</a> activities and how to help</li> <li>Provide a range of study support and enrichment opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Encourage my child in home learning and sign the academy planner weekly</li> <li>Encourage my child to read every day</li> <li>Allow my child to attend off-site visits</li> <li>Encourage my child to participate in the extracurricular 'opportunities' offered by the academy</li> </ul>	<ul style="list-style-type: none"> <li>Complete all home learning set and return it to academy on time</li> <li>Read everyday</li> <li>Be organized in my work at home and at academy</li> <li>Take part in extra-curricular opportunities activities offered by the academy</li> </ul>
<b>Communication:</b> <i>good communication between home and academy is essential to make sure that students get the support they need.</i>	<ul style="list-style-type: none"> <li>Make sure that parents have information about their child's progress, behaviour and general academy matters</li> <li>Make sure that parents are informed about what their child is learning</li> <li>Make sure they listen to parents' concerns and do their best to help</li> <li>Inform you if your child has detention</li> </ul>	<ul style="list-style-type: none"> <li>Tell academy about anything that may affect my child's learning or behaviour and support the academy in my child meeting expectations</li> <li>Attend parent evenings and other events relevant to my child</li> <li>Raise reasonable concerns promptly and directly with the academy</li> <li>Make use of the academy <a href="#">website and Academy Gateway App</a> to help monitor and support the academy and my child</li> </ul>	<ul style="list-style-type: none"> <li>Take letters, notes and reports from academy home and give them to my parents</li> <li>Talk with parents and teachers about any worries in academy</li> <li>Be responsible for signing daily behaviour reports where necessary</li> <li>Tell a teacher if there is anything that may be reasonably affecting my learning or behaviour but not make excuses</li> </ul>
<b>Uniform and Equipment</b>	<ul style="list-style-type: none"> <li>Check your child's uniform and equipment each day</li> <li>Provide your child with books and resources for learning in their curriculum areas</li> </ul>	<ul style="list-style-type: none"> <li>Make sure my child wears the correct uniform everyday</li> <li>Make sure my child comes to academy with the necessary <a href="#">equipment</a> for learning and books provided by the academy</li> <li>Agree to the confiscation of banned items, e.g. mobile phones</li> </ul>	<ul style="list-style-type: none"> <li>Wear the correct uniform everyday</li> <li>Come to academy with the correct equipment and books ready to learn with no excuses</li> </ul>
<b>Signed</b>		Student Name: _____ Student Signature: _____	Parent Name: _____ Parent signature: _____

A simple commitment to what we do; staff, parents and students – this develops our culture

# Code of conduct

Academy  
Student Code of Conduct  
Our culture and ethos

As a member of the community at The Carlton Academy, I must:

- **Listen** to members of staff and follow instructions politely and calmly
- be **polite** to all I encounter: staff, visitors and fellow students and treat all people as I would wish to be treated
- **go straight to lessons**, holding doors open for others when corridors are busy
- **walk in a single file** in corridors and stairs, keeping to the **left, without running or causing a disturbance and with coats off**
- **respect** other people's privacy and family life so they are not offended by what I say or do
- **never insult, undermine or swear** at anytime
- **never engage** in any other form of physical abuse towards anyone at anytime
- **never touch** other people's property, and treat their belongings with respect
- **Respect** the academy facilities at all times keeping them clean and tidy for all members of our

To show that I am an ambassador for which the Academy can be proud I will...

- **dress smartly**, in correct uniform at all times, including to and from school
- **care** for my uniform by **hanging** it up at the end of the day and keeping it clean
- have **respect** for the Academy's **neighbours** and be helpful and considerate in the local community
- **be aware** of other people around me – on the streets, in shops, on buses – **nevershout** or behave in a way that will affect others (we **share** pavements and transport)
- **speak quietly** and politely to my friends without using poor language
- **offer my seat** where possible to an older person/mother with young children
- make my way to and from The Carlton Academy quickly and not congregate in large groups in the local area
- I understand that there will be consequences if I do not adhere to the Code of Conduct.

A simple set of expectations of how we present ourselves in school and the community. This develops our culture.

# Red lines

## The Carlton Academy – Red Lines

As staff, we all model what we expect of students in all that we do and how we work with each other regardless of role. Consistency with the highest of expectations is vital to our ethos and success as this is our culture.

1. Students in years 7-11 line up quietly when waiting outside classrooms and staff meet and greet students at the door when they come into the classroom, uniform is checked at the point of entry to the classroom and any issues rectified within the school systems
2. All students in years 7-11 stand silently behind chairs when they have entered the room and sit when asked to do so by the teacher
3. Staff are always referred to by their name, Sir or Miss and staff use students names
4. Everyone present is silent and listening when the teacher addresses the whole class during the lesson
5. A seating plan is used to promote positive relationships and high levels of progress. These are reviewed regularly by teachers.
6. All lessons have clear reference to objectives and graded outcomes which students can understand and explain if asked – these do not always have to be written but should be evident to those in the classroom as part of their learning and progress
7. Low level disruption is always challenged and never tolerated in line with the academy behaviour system, which is applied consistently and fairly.
8. Students who work well are praised and rewarded using The Carlton Learner achievement points system regardless of their year group and including post 16
9. At the end of the lesson, all students stand silently behind chairs and are dismissed by the teacher with all uniform correct and the classroom tidy.
10. As a staff team, we all challenge students in corridors, specifically in respect to uniform, phones, sensible movement, litter and language.

Things that we simply will never budge on.  
This develops our culture.

# Routines

- Arrival to school
- Lessons
- Movement time
- Social times
- Assemblies
- End of day

These are just what we do every day.  
This develops our culture.

# Next steps

- We will look at these areas with you closely so that you have an understanding of them and the why
- We will model them with you
- We will expect them to happen everyday

This will be our culture, we want everyone to be a part of it and live it.