



14 Dec 2018

Dear Parents/Carers and Staff,

As the sound of sleigh bells gets louder, I wanted to make you aware of the new Relationships Charter; the document is attached and will now be available on the school website. The Relationships Charter represents the outcome of a lot of hard work from the governor led working group, governors more broadly and the headteacher to distill the views of our whole community gained through surveys of staff and parents into a single document. We are very grateful to you all for your involvement, without which there would be no Charter.

The document deals with two questions, 'how is it best to communicate?' and 'what/when is it best to communicate?'. On the topic of 'how' to communicate, the resulting document is founded on the principle that the conduct of all communication in the school, teacher to teacher, pupil to teacher, parent to teacher etc. should have the same values at its core. The result not only covers adult relationships, but children's relationships too. As a consequence, there is a need for slightly different language to be used based on the recipient, but the core message is exactly the same. I would emphasise that the approach laid out in terms of interactions is what parents should expect of all staff, as well as the other way around. The document lays out a potential approach when things don't go quite right and part of the role of governors is to form a recourse for parents/carers and staff should that be the case. Please do not read anything into the timing of this work being issued, there is no suggestion it is a reaction to anything in particular, simply the completion of a piece of work we have all agreed for some time would be good to have in place.

On the topic of what and when it is best to communicate, the school recognise the challenge of balancing the need to be open to parents and carers as much as possible while also generating the space for the school staff to focus on our children to the best of their ability. What came through loud and clear in both surveys is that we are a very diverse bunch, who all have a multitude of pressures on our time day to day that mean we would all like to approach the school in slightly different ways and be made aware of information in different ways; e-mail, text, book bag notes etc. In the same context, the school is very ambitious with the children's time, in order to provide a rich and broad experience of school life that is wider than just the classroom. I am sure you will agree that this richness and depth is essential, but it does sometimes generate a lot of complexity to all our lives! Taking into account all of the survey results, the governors believe the school needs to continue its policy of communicating using a number of different channels e.g. e-mail, text, book bag, you made it clear there is no 'one size fits all'. However, there is a need to

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refresh everyone's understanding of how these different types of communication are designed to work together in a very practical way, the second half of the Charter aims to do this.

To support the Charter Mr. Moss is currently leading a complete refresh of the website, assisted by experts, with the aim of making this the one stop shop for routine information. In fact, many parents already recognised how useful the existing website is, especially the parent calendar, for communicating planned events. It is hoped that by improving the website even further, reliable and clear information will be even more readily available for everyone in the community to use

Finally, since this is the first time I have written since the 2018 SATS I wanted to reflect on the school's achievements. With Key Stage 2 attainment results of 91%, 92% and 79% in Reading, Writing and Maths against a national average of 75%, 76% and 76% respectively, the whole school community should be proud of its achievements; children, parents and staff alike. As with last year though, no-one is resting, the current priority is Maths and there will be opportunities next term for parents and teachers to come together more to share some of the energy and vision that the teaching team have already got underway in this area. But before we do, please have a happy and peaceful festive break.

Yours,

Mark

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