

19<sup>th</sup> July 2022

## **End of Year Update**

Dear Parents & Carers,

I hope this finds you well. I'm writing with a full "end of year" update. I'd be grateful if you could read this and note the parts which are relevant to your children.

### **End of Year Parent Reports**

Students in Y7-10 & 12 will have their end of year report emailed home by the end of this week. Please look out for it, and take time to discuss it with your child. Thank you.

### **Behaviour Expectations – 2022/23**

Although overall standards of behaviour at KAA remain good, I want to be open with parents that we feel there is room for improvement next year. Based on an evaluation we have conducted this term, working with the governing body, we've concluded that adjustments we made during Covid have, inadvertently, led to some slippage in standards. Whilst it was right to change approach during the pandemic, and give students maximum time to overcome any difficulties they had experienced, this is no longer what is best for all students. In particular, we are worried about cases where students repeatedly argue and question staff decisions – this must stop.

From September, we will be operating the same approach as we did pre-Covid. This will include close tracking of repeated issues, and a system of escalating formal warnings, which end (as a last resort) in permanent exclusion. We have continued with a version of this recently, but - as I say - it has been more lenient. I should be clear that there will be no change in arrangements for tutoring or Covid "catch-up" support – these will all continue. Also that the Behaviour Policy itself is unchanged – it's just that it will be implemented as originally designed.

I want to thank parents for their support with KAA's high expectations. I know the rules can seem rigid at times, but this is what creates a calm, safe and productive environment for all students, and - most particularly - those who are vulnerable or have special educational needs. The fact that KAA is a strict and disciplined school is something we are transparent about with parents right from the start, including at Year 6 Open Evenings and transition events.

## **Directors of Learning (DoL)**

We are sad to be saying goodbye to both Ms Reed (Y8) and Ms Boyle (Y12) this year. This means their year groups will be led by new staff members (though Mr Abubaker will continue as Co-DoL for Y8 into Y9). A full list of DoLs next year is below. In most cases, your child's form tutor will remain the same, but in some cases students may have a new tutor - we will contact you about this in the new academic year.

*Our new Year 7 Cohort - Ms Chauhan & Mr Gibbins*

*Year 8 - Ms Cockell & Mr Omer*

*Year 9 - Mr Abubaker & Ms Nix*

*Year 10 - Mrs Dewes*

*Year 11 - Ms Armitage & Ms Bridgewater*

*Year 12 – Ms Bates*

*Year 13 – Mr Davies*

## **Leadership Structures**

Governors have decided to amend our leadership structure next year, so that Ms Jordan – currently Senior Vice Principal – will take on a bigger role as “Head of School”. I will remain as Principal, but Ms Jordan will assume responsibility for day-to-day operations and standards in the academy.

The structure of having a Headteacher alongside a Head of School (sometimes called Associate Head) is common in large secondary schools. The rationale is that KAA has nearly 1,300 students now, and is engaged in a number of projects that need dedicated leadership attention (e.g. the expansion of the Art Terrace or the introduction of T Levels in Sixth Form). Our new structure will create the capacity the school needs at this stage. Ms Jordan has been our Senior Deputy Head for 8 years, and has been instrumental to the school's success to this point, so is well placed to take on this new role.

To reassure people and avoid any possible confusion, this development is not a signal of any further coming change – e.g. myself or Ms Jordan leaving, or KAA taking over a second school. It is possible that KAA could grow at some point in the future, and I wrote to parents earlier this year about our (unsuccessful) bid to take on Holland Park. But there are no short term plans in that direction, any changes would be consulted on with parents in advance.

I thought it may be helpful to list the full current “Senior Leadership Team” (SLT), for parent reference:

*Principal – David Benson*

*Head of School – Anna Jordan*

*Vice Principal, Teaching & Learning – Jamie Clayton*

*Vice Principal, Pastoral – Ryan Bernard*

*Assistant Principal & Head of Sixth Form – Adam Whitlock*

*Assistant Principal, Pastoral & Designated Safeguarding Lead – Amy Gurnell*

*Assistant Principal, Teaching & Learning – James Waller*

*Assistant Principal, Personal Development – Jasmine Vines (currently on maternity leave)*

*Assistant Principal, Data & Timetable – Nick Edwards*

## **Summer Camps**

We are running a range of summer camps for students, which can be viewed here: <https://kaa.org.uk/summer-camps-2022/>. All of these are provided free of charge. We have received a strong response from parents so unfortunately we have no additional places at this point. If anyone's plans change over the summer and you no longer wish to take up your place, please email [info@kaa.org.uk](mailto:info@kaa.org.uk) so we can give the space to someone on our waiting list.

## **Return to School**

A reminder that different year groups start on different days in September (see below). Please make sure your child is here on the first day, as otherwise they will miss key information. Holiday during term time is illegal in the UK, and may result in Local Authority fines.

*Friday 2<sup>nd</sup> September – Year 7 & Year 12 “Induction Day”*

*Monday 5<sup>th</sup> September – Year 8, Year 9, Year 10, Year 11 & Year 13 return to school*

## **Intrepidus Magazine**

Last but not least, I wanted to flag that you will receive this term's **Intrepidus Magazine** on Friday by email (this is the last working day for staff). This will include updates from today, including the fabulous end of term assemblies and the results of the House Cup competition.

That's it! Thank you to all parents and carers for your support this year – it's been a team effort. KAA students have achieved a great deal, so can be confident going into the year ahead.

With best wishes,

**David Benson**

**Principal**