



# Bay House

## School & Sixth Form

### End of Spring Term Newsletter

#### Headteacher's Welcome

As we approach the end of term we look forward to the warmer and sunny spring days ahead. We are delighted to share our End of Term Newsletter with you, following parental feedback over the last few months we recognise communication is something we need to improve and to this end, we hope you enjoy reading this as much as we have enjoyed putting it together.

In such a short while, so much has taken place in school already, we have been blown away by the engagement and support of our whole community and in particular our parents/ carers. This term we have had the pleasure of meeting with so many of you, whether that's been through our one to one meetings, coffee mornings, parent partnership, open days, parents' evenings, concerts, or our biscuit and read events to name a few.

As a school community we are working hard to ensure our school continues in our journey towards being, *Happy, Successful and Safe* for all staff and students. We have been delighted with our student voice and action in a number of significant areas for us including Anti-bullying and Anti-racism, we have been so proud of our young leaders in their drive for our school to be the best it can be in our celebration of diversity.

Finally, we wish you all a fun filled, restful Easter break (let's hope the sun shines brightly).

Mr Willis



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## Key Dates

17 April	INSET DAY
18 April - 5 May	Year 10 Exams
27 April	Year 7 Parents' Evening
1 May	Bank Holiday (school closed to pupils/ students)
8 May	Bank Holiday (school closed to pupils/ students)
10 May	Year 8 Drop Down Day
15 May - 29 June	Summer Exams
16 May	Year 6 Preparing for Secondary Evening
29 May - 2 June	May Half Term
28 June	GFM Summer Concert
29 & 30 June	Sixth Form Taster Days
29 June	Year 10 Parents' Evening
3 - 7 July	Year 10 Work Experience
11 - 14 July	Year 6 Transition Days

[Secondary Phase School Terms & Holidays Calendar 2023-24](#)

## Arrangements For First Day Back - Tuesday 18th April

**We start back to school on Tuesday 18th April at our usual time.**

We want everybody in our Bay House Community to be *Happy, Successful and Safe*.

These are words that you will hear more frequently in our communications: we feel they capture the essence of the ethos we want for the school. [We know that high quality relationships are the key to a fulfilled life](#), we believe they also need to be at the heart of everything we do in school

The day will begin with a Tutor session for all which will allow us to check in after the holidays. Tutors will also share a live Headship assembly and have a chance to talk about how we can ensure that our interactions all help to build our sense of belonging across our school and outlining our Red Lines as part of the work we have been doing on our new behaviour strategy.

Periods 2 and 3 will be normal taught lessons for Year 11.

For the rest of the school, Period 3 will be taught in normal classrooms but will include a clear explanation of our new behaviour system for tracking and recognising success and launching our Anti-discrimination Programme.

This hugely important session will educate all learners in Years 7, 8, 9 & 10 about our aim as a school to tackle discrimination and raise awareness of topics such as racism and homophobia

Period 4, we will be as normal.

The launch will be hosted by pupils and staff and our zero-tolerance approach to all forms of discrimination will be shared with our school community.

Please come along to our next Parent Partnership event on the 23rd May to find out more. We are really excited to share it with you.

*Sixth Form Lessons will not be affected and will run as per their normal teaching timetable.*



## Bay House Senior Leadership Team

Following feedback from our parents, we are delighted to share with you an overview of our Senior Leadership Team based on site here everyday at Bay House.

Each of our year groups has an attached Assistant Headteacher that works closely with each of the year teams. These are Mrs Arnold (Year 7), Miss Stockley (Year 8), Mrs States (Year 9), Mr Osborne (Year 10) and Mr Morgan (Year 11). Our Head of Sixth Form is Miss Osborne.

We have a strong Safeguarding team that works across the school and this team is led by Mr Kitchen, our Designated Safeguarding Lead. Mrs Jackson is our Assistant Headteacher with responsibility for Attendance across the school.

Our team is supported by the Headship Team, Ms Harlan, our Deputy Associate Headteacher, with responsibility for our approach to Behaviour for Learning and Mr Adderley, our Associate Headteacher, with responsibility for the day to day running of the school. Mr Peet is a member of the Executive team and is leading on our Bay House rebuilding project over the next few years and finally our Headteacher Mr Willis.

### Bay House - Site Based Leadership Team

\*All curriculum areas are line managed across the two sites



**Mr Willis**  
Headteacher  
Executive  
Headteacher



**Mr Adderley**  
Associate  
Headteacher  
Operational Head of  
School



**Mr Kitchen**  
Assistant  
Headteacher  
Designated  
Safeguarding Lead



**Mrs Arnold**  
Assistant  
Headteacher  
Year 7  
Transition  
Student Welfare  
Food



**Miss Stockley**  
Assistant  
Headteacher  
Year 8  
Deputy DSL  
Careers  
Social Sciences



**Mrs Stares**  
Assistant  
Headteacher  
Year 9  
Humanities



**Mr Peet**  
Executive  
Headteacher



**Ms Harlan**  
Deputy Associate  
Headteacher  
Behaviour for  
Learning



**Mrs Jackson**  
Assistant  
Headteacher  
Attendance  
Curriculum Intent  
Science



**Mr Osborne**  
Assistant  
Headteacher  
Year 10  
Vocational Studies  
Media



**Mr Morgan**  
Assistant  
Headteacher  
Year 11  
PE  
Technology/ Art



**Miss Osborne**  
Head of Sixth  
Form

**GOSPORT & FAREHAM**  
MULTI-ACADEMY TRUST

We are proud to be a part of the GFM and this means we are very fortunate to have a wider Trust team of senior leaders who enhance our site based leadership team. More information can be found [here](#).

## Key Staff Contact List

As we continue to improve our communication with you and following extensive feedback from our parents and carers you have asked for a greater understanding on 'who is who' across the school alongside key contact details for members of our team.

We are delighted to share with you a Key Staff Contact List for each Year Group which includes Tutors and Year Team details along with contact details for each Head of Department across the school.

**GOSPORT & FAREHAM**  
MULTI-ACADEMY TRUST

As a first port of call, your child's Tutor is the most useful and supportive contact to have and we welcome working with you moving forward.

This document will also be available on our website after the Easter break.

[Key Staff Contact List](#)

## **NEW: 'School Help Advice Reporting Page System (SHARP)'**

Being a part of our Bay House School & Sixth Form community we have some very clear non-negotiables which we are fully committed to ensuring all members of our community uphold.

In doing so we want to strengthen our approach in dealing with incidents of bullying, racism, misogynistic and discriminatory behaviour and language.

We need your help to ensure all young people report when they experience incidents of bullying, racism, misogynistic/ discriminative behaviour and language via our new SHARP System.

The system is directly linked to our Headteacher (Mr Willis) who will work with key members of Bay House staff in responding directly to each report. Each report is dealt with fully and robustly. As part of the new system and as we take breaches of our non-negotiables incredibly seriously, Mr Willis and the team will report back directly on each incident reported with outcomes and follow up support in place.

**Bullying, Racism and Misogynistic behaviour has no place in our school and will not be tolerated.**

To access the system and report an incident, please follow the link below. This link will be shared with all students and be pinned to the student bulletin for ease of access for all. <https://bayhouse.thesharpsystem.com/>

## **Parents and Carer Engagement**

We are so grateful to all parents/ carers that have engaged with the school in a range of different ways since January in our ongoing journey of taking the school back to Good!

It has been fantastic to meet with so many of our parents and carers over the last 3 months through 1:1 Post Ofsted report meetings, at one of our parent/ carer coffee mornings, as part of our Parent Partnership meeting(s) or at our first Open Morning for our current Year 8 parents.

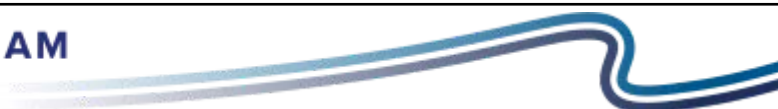
The opportunity to share with our parents/ carers the work we are doing following the Ofsted Report alongside our exciting plans for what lies ahead has been really helpful as we continue on this journey together. Thank you for the great feedback also throughout the past few months about the small improvements you as parents/ carers are already seeing across the school. We have a way to go but our commitment to you is that we want to work as closely and as transparently with you as possible in achieving and securing our next steps to improvement.

If you would like to be involved in any of our future parent partnership meetings or events, please do contact [headteacher@bayhouse.gfmat.org](mailto:headteacher@bayhouse.gfmat.org).

Your feedback is really important and we thank one of our awesome parents for sending this in to us last week.

*" I attended a Parent Partnership meeting at the school last night and was really impressed by the drive of the Senior Leadership Team to engage with parents in a genuinely open and honest fashion and involve us in the journey of getting the school back to Ofsted 'good'.*

*They are very focussed, among other things, on improving communications. We discussed toilets at some length as well as facilities to sit and eat and all the information about improvements was reassuring.*



*Comms on plans for toilets will be issued in the coming weeks I believe. I'd strongly encourage anyone who wants to get involved and be a parent voice, to consider joining the Parent Partnership or even just attend a parent's coffee morning.*

*I'm encouraged by the first useful progress report we've had in 4 years and also by the comms saying they aren't closing at lunchtime on the last day of this term. Things seem to finally be changing for the better 🥳"*

## Behaviour Strategy & Behaviour Hub

After the Easter holidays we will begin to use our data system, Arbor, to gather information about areas of success and challenge.

Our long term plan is to ensure that this data is shared with you via the Arbor app so that you can track your child's progress throughout the week. This process will also play an important part in clarifying our expectations both in the classroom and beyond.

Each learner will begin each lesson with a *Getting It Right* point which acknowledges that they have met the expectation to be punctual, kind and friendly, properly equipped and hard working.

In each lesson, the teacher will also recognise those who go above and beyond as the *Star of the Lesson*. Beyond this, we will also be introducing an *Award for Excellence* which will be awarded to recognise the best performance both academically and those showing outstanding character.

Underpinning our commitment to excellent behaviour at Bay House is a reassertion of our Red Lines - the key boundaries which we observe to keep our community Happy, Successful and Safe.

These are the red lines that will be shared with staff and pupils- along with the routines for how they will be addressed should they ever be encountered:

- Violence
- Sexually inappropriate behaviour
- Abuse of staff
- Derogatory language (Including racist/homophobic/sexist language)
- Weapons
- Illegal Substances
- Implacable Defiance

### Uniform

Thank you for your ongoing support with getting uniforms right. Following consultation last academic year, there are no plans to change the Bay House Uniform in any substantial way so please feel confident to purchase the items [on this list](#) as necessary.

As ever, please do contact your child's Tutor if you would like support with ensuring your child is properly equipped. Jumpers and polo shirts are available to buy on site and we can also support parents/ carers with financial assistance if required.

**Please note:** A single ear stud is allowed in each ear. A clear retainer may be worn in a nasal piercing.  
**No exceptions will be made for fresh piercings so it would be inadvisable to have these done in the Easter holiday.** Please ensure that false nails, nail polish, false eyelashes and "extreme" hairstyles or colours applied during the holiday are resolved **before term begins**.

### Attendance Matters

This term, we have been focusing on an attendance reset to promote the importance of attendance to school. Attendance at school is important for subject learning, for enrichment opportunities and for enhanced development of social skills. It also enables pupils to discover things that they enjoy doing, including new skills and clubs.





As part of the attendance focus, we have been having weekly prize draws for pupils with 100% attendance. Each week the names of pupils who have had 100% attendance, during the previous week, are entered into the prize draw. Five names are drawn and each of these pupils wins a £10 Tesco voucher, which will be emailed to their family. The selected pupils are then given a certificate to acknowledge that their names were drawn.

### Attendance Ladder



### UPDATE: Toilets

You will be aware that we continue to work hard around improving safe access to toilet facilities. We continue to prioritise the safe and pleasant access to clean toilet facilities through a range of measures engaging both pupil and parent voice. Sadly, we recognise that we are not alone in facing issues around toilet use and our student leadership team have liaised with their counterparts in other local schools. Whilst this is an ongoing priority and we look forward to both refurbishment and new facilities in the future, we are pleased that pupils are reporting an improvement.

As a reminder;

- We encourage pupils to maximise lesson time. Just like teachers do, they should go to the toilet before school, during breaks and after school
- Toilets remain very quiet (sometimes completely empty) during large periods of lunchtime
- During lesson time, the number of toilets open is limited to avoid pupils in unsupervised areas of the site
- All available toilets are unlocked during breaks by arriving duty staff

Over the past few months we have implemented a range of measures in discussions with key stakeholders including our staff, parents and students in an effort to improve student experience. These include:

- Clear communication with pupils, explaining the need to to maximise lesson time - going to the toilet at break and lunch where there are lots of toilets open and no queues
- Clear training for staff around expectations for pupils with medical passes being released from lessons



- Tracking of pupils regularly leaving lessons in order to keep them safe when unsupervised and follow up vandalism or poor behaviour
- Additional cleaning routines in toilets
- Staff monitoring areas outside toilets to ensure that any intimidating behaviour can be followed up.
- Launch of an online form where pupils can report issues including lack of toilet paper or soap etc to the site team directly
- Assemblies around appropriate use of toilets and key expectations of one person per cubicle and no socialising or eating in toilets
- Supervised bag searches where pupils are suspected of vaping

Our top priority is keeping children safe and feeling comfortable when using the toilets across our school. It is vitally important that all children feel safe and able to use the facilities during the school day.

## Hot Chocolate Friday Celebrations

We are so excited to have introduced 'Hot Chocolate Friday' to celebrate the achievements of some of our fantastic young people at Bay House School. The aim and purpose of 'Hot Chocolate Friday' is to recognise the efforts and achievements of our young people that have gone above and beyond. Every week, learners from each Year Group are nominated by members of staff from across the school. To date, we have had some truly amazing nominations!

Hot Chocolate Friday is an opportunity for our Headteacher, Mr Willis and Associate Headteacher, Mr Adderley, to invite and celebrate learners who have gone above and beyond in demonstrating The GFM

Way during the week and to share a hot drink, cake and a chat together. As well as having a whipped cream and marshmallow topped hot chocolate, learners are also awarded a gold achievement star badge that they are able to wear with pride!



**We hope to see many more learners over the Summer Term and continue to celebrate some fantastic achievements!**

## Student Voice - *Our Community, Our Voice*: Tutor Time Discussion

Over the past half term, our tutor groups have been participating in a new programme designed to ensure that pupils, students and staff all have a voice in important issues that are part of school life.

Each week starts with a key question, for example "How do we make sure that social times are safe and stress-free?". Tutors then share a 'think piece' with their group, which leads on to independent research and gathering information. Towards the end of the week, pupils and students engage in an active discussion, which leads to them sharing feedback about possible solutions to issues, concerns that they want to raise, suggestions for improvements.

A key element of each week is the development of positive character traits, a deepening understanding of Fundamental British Values, and an active application of our Gosport Futures. Tutors, pupils and students have



shared their positivity about being involved in this way, and how it is helping them to understand the wider issues when it comes to 'building community together'.

Our first discussion point was focused on improving access to facilities. The feedback has been shared with the Headteacher and the School Leadership Team, and steps are being taken to put some of the suggestions into place very soon.

The same is true of our second discussion, based around making rewards and sanctions meaningful. Whilst some suggestions are unfortunately unachievable (such as extra days of holiday as a reward), others have been considered and are being built into our soon-to-be-launched rewards system.

It has been wonderful to hear the suggestions of our young people, and to see them actively involving themselves in the life of the school, having a real impact, and taking pride in being a member of the GFM community.

Another area of feedback from our collective student voice has been about having better places to sit and eat lunch. This term we have invested in some brand-new indoor dining tables and chairs along with 30 new outdoor picnic tables. We are super excited about improving the provision available to our young people at break time and lunchtime over the coming months.

## Anti Bullying & Anti Racism Campaign

### Anti Racism Campaign - 'Culture Club'

Our new 'Culture Club' has been formed by pupils that are passionate about tackling racism and stereotypes. As they begin their work with key members of senior staff across the school they have met to discuss, plan and focus the strategy moving forward and we now have our first project ready to go.



From Monday 27th March, our 'Culture Club' ambassadors together with key members of staff including Mr Penfold began delivering lessons on 'stereotypes and racism' with members of staff across the whole of Year 7 through their weekly PSHRE (Personal, Social, Health and Relationship Education) lessons.

Moving forward the 'Culture Club' ambassadors will be delivering assemblies to the whole school on anti-racism themes and also to introduce a 'Celebrating Culture' day in which various different worldwide cultures and traditions will be highlighted and celebrated. We are keen to grow the number of ambassadors over the coming weeks and look forward to new ideas and projects taking form. If you want to be involved, please contact Mr Penfold directly [dpenfold@bayhouse.gfmat.org](mailto:dpenfold@bayhouse.gfmat.org)

### Anti-Bullying Ambassadors

Earlier this year, a group of our pupils were invited to take part in The Diana Award 'Anti-Bullying Ambassador Programme'. It was a great day; a hugely enjoyable and very educational experience. Our pupils were inspired on the day and have already started putting together a list of projects and activities that they are keen to get up





and running. We have already recruited more 'ambassadors' and they have been trained up by the original team and staff accordingly.

The pupils have already been working on their first projects and we will be launching them after the Easter holidays in assemblies to all year groups. They have been working with teachers in both the safeguarding and senior leadership teams to revamp the school's 'reporting unkindness' and 'help and support' forms on the school's intranet page for the pupils. The ambassadors wanted to make sure that both the forms were 'pupil friendly' and have adjusted the wording accordingly. This will work alongside the SHARP system, in that it has been created by the students, will be sent directly to the safeguarding team and appears on the students' bookmark bar as soon as they log on to their google app.



The ambassadors and key members of staff will also be available every lunchtime after Easter in R29 (just opposite our Safeguarding Hub) for pupils to go and speak to them about any problems, issues of unkindness or bullying they have experienced. This peer-to-peer support forms one part of our ongoing work around Anti-bullying across our school.

There is lots more on the horizon that our Anti Bullying Ambassadors have been working on, with a particular focus on 'pupil well-being'; we look forward to sharing these projects over the coming weeks and months.

## Junior Headship & Upcoming Interviews



The Student Headship team has been very busy, working hard over the last two terms supporting events at the school and lending their perspective to decisions about key aspects of school life. This term especially they have worked on how to implement suggestions from the Our Community, Our Voice Tutor Programme and begun the development of our new 'Preloved Shop' that will be coming soon to Sco-Pay.



The preloved shop came as a result of a fantastic trip to Crofton School in January, during which the student leadership teams from Bay House, Brune Park, Crofton and Cams Hill schools got together to discuss key issues. Students from each school were discussing the development of strategies to support families through the current financial challenges and the Preloved Shop was the idea that really took hold with our own Headship Team. The shop will feature donated and new items for very reduced prices, available to click and collect via Sco-Pay and reception. If you would like to donate items to the preloved shop that your child has perhaps grown out of, or you no longer need we will be sending information home soon of how to do this. Alternatively, you can continue to donate items to the amazing Jacobs Well Centre, who continue to support the school community.



## New Prefects

The future of the Prefects is bright! With over 30 applications for Student Headship and a further 64 for the role of Prefect, we are excited to be interviewing the new team in the new term. From reading the applications completed by our fantastic year 10's, choosing the team will be a tough job, the standard of forms completed was so high. After the Easter break the Student Headship applicants will be taking part in an interview with a panel including Mr Willis, Mrs Perry and a member of the current Student Headship team. Shortly after that the prefect applicants will be invited for small group interviews. The most exciting step will be when parents and carers of all of the successful applicants will be invited along to a Prefect Gala evening, where they will receive their jumpers and their badges and the Headship team will be announced. Watch this space for details...



## Teaching & Learning

### Feedback for learners

During this term, the Feedback Forum has been meeting to collate ideas and strategies to be shared with the wider school about feedback in lessons. A series of lesson observations has taken place, with staff contributing from departments across the school. This has provided some key examples of feedback in action, such as verbal feedback, peer and self-assessment using success criteria and modelling of exemplar answers.

Following on from this, the forum will be developing whole-class feedback templates which can be adapted for use by a range of different subjects. The School Improvement Managers are also supporting the wider-school development of these templates.

### Look & Learns for staff

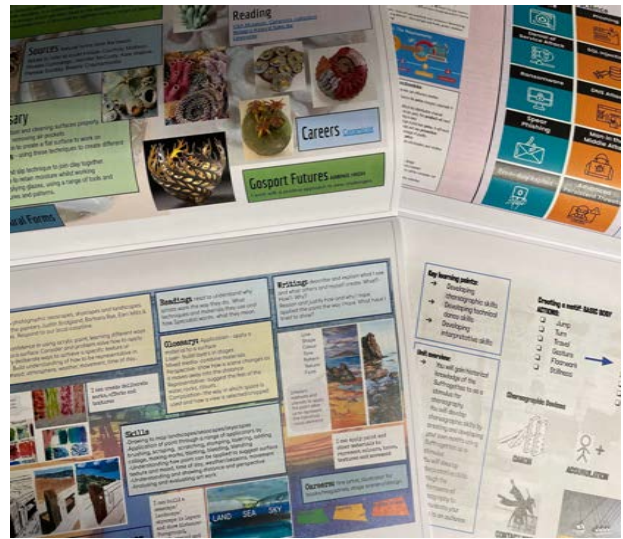
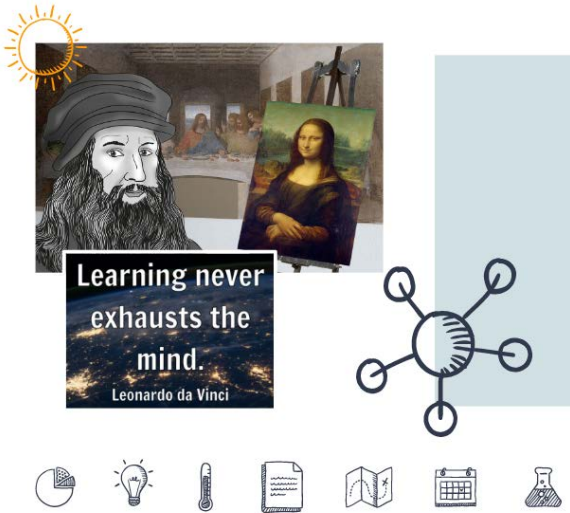
Over the past half term, a new professional learning series called 'Look & Learn' has begun across our secondary phase. These 20 minute sessions provide staff with a mix of pedagogical theory, reflection time and practical strategies which can be applied in daily teaching. With more to come each month, the previous sessions covered 'The Chimp Paradox', 'The Power of Positive' and 'Positive Teaching Habits'.

### GFM Talks for all

Over the past term, our focus with the GFM Talks has been on developing the way we use feedback in lessons to ensure we are addressing misconceptions and providing active feedback that allows our students to progress and improve their work. Our first GFM talk focused on how practical subjects use Whole Class Feedback during lessons ([A Practical Approach to AFL](#)), whilst also ensuring students get targeted interventions. Following on from this, we looked deeper in to the subject on our second instalment focusing on the use of whole class feedback and the use of Dedicated Improvement & Reflection Time (also known as DIRT Time) [Dedicated Improvement & Reflection Time](#)



## NEW: Knowledge Organisers



We are growing our access to and application of Knowledge Organisers, starting with years 7-9. This has seen us start to deploy Knowledge Organiser booklets to learners that are specific to the learning each term and inclusive of areas for self study/note making.

Knowledge Organisers can provide pupils with a reference point for each subject specific to the key areas of learning, subject vocabulary, key terms and signposting resources. They are a supportive resource for homework, revision and self study and to help pupils in their reference to their KOs these are now also in their Google Classroom.

As we move into the summer term we want to continue to explore how Knowledge Organisers support learning in the classroom and how they can be a platform for homework.

## Blended Learning and Chromebooks - Is your child arriving ready to learn?



At Bay House we are continuing to develop our Blended Learning and so it is important that your child arrives at school ready to learn.

We are really pleased that many of our learners joined the Chromebook scheme and for those of you with a device, we hope it has been useful. We are really keen to ensure that you get the most from the scheme and that your child is using their device every day.

I have spoken to some children who have said they have stopped bringing their Chromebooks to school for a number of reasons, some of which include damage that might be covered by your insurance policy.

If your child's Chromebook is not working then please ask them to visit the IT Technician's Office where they will be given a form to bring home to you along with some instructions on how best to complete it. You can also download a copy of the form beforehand [here](#).

It is important to understand that the insurance provider will wish to confirm that the damage presented satisfies the specific terms and conditions of their policy before agreeing to a repair. Guidance on this is provided with the form. Full details of your policy are available from [support@edutech.zone](mailto:support@edutech.zone)

When your child returns this form to the IT Office with the damaged Chromebook they will be issued a loan device to keep hold of for the duration of the repairs.





If you have lost or need a replacement charger, these are available from Amazon and many other retailers. A standard [45W Lenovo USB-C charger](#) will suffice.

Our aim is to increase the number of times Chromebooks are used in lessons. This may be for short tasks at the start or end of a lesson or more significant activities. We need all students who have a Chromebook to have them ready to enable these activities to happen.

### **Some Positive Feedback This Term**

We have been truly humbled over the Spring term to receive some lovely feedback that has been shared with us about our learners, staff and our school!

Here are just a few of the messages that we wanted to share with you...

**A member of the public who walks her puppy along Stokes Bay at lunchtime called us to commend a group of Year 11 pupils...**

*She gave her credit to a large group of our pupils who are usually playing football and allow her 9 month old black labrador puppy to play with their ball, and cheer him on!*

*She's never heard bad language and said they are a lovely group of lads and an absolute credit to us!*

**Another member of the public who lives in Stubbington also took the time to write to us to let us know about a group of lovely pupils who regularly travel on the buses...**

*"Just a short note! I travelled on the x5 bus last week. As it stopped at the caravan site, numerous pupils from Bay House School got on the bus. Oh gosh I thought! Well I was embarrassed, as they moved up the bus, the old folk did not move to give them a seat. Bay House pupils were so tolerant and well behaved, so very polite. Every child said 'thank you' to the driver as they left the bus. You should be so proud of all these pupils, I was very impressed. Thank you.*

**Thank you to those parents who have reached out about our recent Year 10 Reports with a really positive response, one parent said...**

*"...parents and carers appreciated the detail and particularly the identification of strengths, weaknesses and areas to improve and found them to be the most comprehensive report thus far!"*

**We have had the School Immunisation Team in school over the last couple of weeks and have received some lovely feedback that we want to share with you...**

*"My team commented on how grateful they were for Mrs Cornish's continued hard work and organisational skills and that they are keen to introduce the model used by Mrs Cornish to support other schools because of how well the sessions have run at Bay House!"*



*They were also really pleased to hear that pupils had been given information on the immunisations via Tutor Groups and PSHRE lessons and would love it if all schools took such a positive and proactive approach to educate the pupils!”*

**And finally, some of our fantastic Science Team has also been recognised and praised by the Headteacher at Alverstoke Juniors which we are really proud of...**

*“Last Wednesday Mr Owens and Miss Gordon, two of your Bay House science staff, led a fantastic Year 6 Science session at AJS on heart dissection. In the run up to the day, their liaison with our Year 6 staff was excellent, with Mr Owens coming down for a pre-visit to check things through. Despite it being a day of widespread NEU strike action and us offering the cancellation, Mr Owens and Miss Gordon still kept the planned date, citing that it was absolutely worth it for the benefit of the children.*

*I just wanted to take the time to say thank you and pass on to you how impressed we were with their professionalism, their care for the children's learning and the high-quality session that they led. Our Year 6 children had a fantastic experience and were talking so positively about their move to Bay House in September as a result. They really were a credit to your school and the profession.”*

**We continue to receive positive feedback and it's such a pleasure to do so!**

## **Our Easter Concert**

### **A spectacular evening of music and talent**

This term we celebrated our talented musicians at the Spring Concert on Tuesday 14th March in the Bay House School Hall.

Over 70 performers across the secondary phase took part in an evening of varied music spanning from the classical era to modern day rock. It was a real inspiration to see our young people of all ages working together in the various different ensembles, some of them student led.

Thank you to all those who have worked hard this term to make the night a success and to all our staff, parents, carers and wider community that came along to enjoy a fantastic evening.





## Trips & Visits This Term

We have had several exciting trips this term including our Year 7s who have just started attending Forest school. Year 8 pupils have had the opportunity to attend Youth Speaks workshops. Year 9 are taking part in their Bronze DofE. GCSE Science Live was a great experience for the Year 10s, and Year 11 pupils have visited several colleges this term.



For two days in March, 84 Year 9 pupils completed their Bronze DofE practice expedition. Carrying all their kit, teams of between 5-7 pupils planned routes to explore the local countryside of the South Downs, highlights definitely included all the wildlife and livestock they encountered. Our night of camping saw 40mph winds and torrential rain, but at least the pupils stayed in their tents for the night! Pupils are now feeling prepared and excited for their assessed expedition in June.



The biggest trip by far this term was the ski trip to Austria, with over 200+ pupils attending. The first week saw 90 Year 8 and 9 pupils head out to Nassfeld for a fantastic week of skiing. The conditions were perfect which ensured everyone was able to make an amazing amount of

progress throughout the week. Despite the long journey, pupils were motivated to get onto some of the more challenging pistes with beginners groups being able to access both blue and red runs after only a few days. The pizza in Italy was well earned - well done!!





The second week welcomed 130 Year 10 and 11 pupils to the slopes. Long travel disruptions at Dover meant pupils were sleep deprived from the offset. This did not detract from the enthusiasm demonstrated by all pupils. With 75% of the pupils new to skiing, they made incredible amounts of progress with groups even making it onto some of the resort's most challenging black runs. No one more so than Will Breeze who finished the week with the skier of the week accolade.



## Refreshed Religious Education Curriculum - Coming Soon

### Care, Compassion, Culture, Community

We are so excited and thrilled to announce that Religious Education (RE) will be making a glorious comeback as a standalone lesson from September, further information will come home later this year about this. Previous to now our approach to RE has been through our pastoral curriculum, tutor time debates, assemblies and through subject specific curriculum areas. In our country's current climate and here at school there has almost never been a more important time to ensure that our learners and future citizens of tomorrow fully understand acceptance and are encouraged to celebrate differences as open minded, free thinking and well informed individuals. We have a responsibility to our whole community to help with the development of a society that is able to understand the





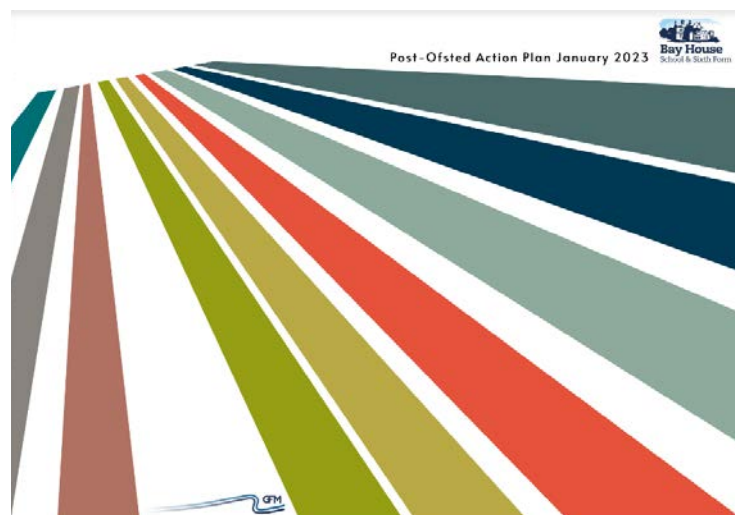
diversity of faith, belief and opinions that exist locally, nationally and globally. Over the next term, a super dedicated and hard working team will start to shape a curriculum that will enable our students to not only grow in awareness of faiths, beliefs and practices, but also debate ethics, ponder upon morals and contemplate philosophy.

## Easter Assemblies

On Monday 27th and Wednesday 29th March, Dom DeBoo, our Youth and Community Project Lead, came to lead a series of Easter assemblies at both Bay House and Brune Park. The assemblies explored what Easter is, why it is such a significant part of the Christian calendar and how the Easter message can inspire us to have hope. Working with Karen Tweed and the school pastors team they included drama, music, video and reflection to encourage the students to engage with why Easter continues to be such an important part of the Christian calendar.

## Post Ofsted Action Plan

We have really welcomed being able to share with you our Post Ofsted Action Plan and we look forward to further sharing our continued progress being made towards our journey back to Good over the coming months. We continue to welcome speaking to and meeting with parents/ carers directly to discuss our school improvement.



**POST-OFSTED AREAS FOR IMPROVEMENT (AFIs)**

- Whilst the majority of curriculum plans are well designed, leaders have not ensured that all staff routinely check for gaps in pupils' knowledge to adapt teaching before moving on to new learning. This means that some pupils struggle to connect important ideas together. Leaders must ensure that teachers implement their intentions for a knowledge-rich curriculum consistently well in all subjects, so that pupils are able to know and remember more over time.
- Leaders have not ensured that all staff routinely challenge incidents of poor behaviour both in lessons and around school. Therefore some pupils do not trust that staff will effectively deal with behaviour if they report it. Leaders must ensure that all staff insist on high expectations of behaviour, including the use of language, to establish a culture of respect and kindness which supports all pupils to feel happy in school.
- Students in sixth form do not effectively learn the life skills they need to manage money, be healthy or take care of their mental health. Pupils in younger years lack understanding of religion and cultural diversity beyond that of the local area. Leaders should continue to develop their aims to improve the teaching of personal development so that pupils are knowledgeable and well-prepared citizens of Britain.
- Not all staff, pupils and parents understand the approach to leadership in the school. Staff do not always know who to ask for help with workload or large issues with their work. Pupils and parents are not clear about who is in charge of which aspects of school life. Leaders must ensure that they actively engage with all stakeholders including parents, pupils and staff so that they understand their role in establishing the vision that leaders have for the school and the community they serve.

**Introduction to the Post Ofsted Action Plan (POAP)**  
This Post Ofsted Action Plan has been developed in light of the graded inspection of Bay House School and Sixth Form on the 29th and 30th November 2022. The actions identified within the plan are pertinent to supporting Bay House in its journey back to 'Good'. The plan is divided into the following seven key areas:

- SAFEGUARDING: RECORDING CENTRALISED AND EASY TO NAVIGATE**
  - a. Centralisation of recording of child protection issues
  - b. Training for senior colleagues on manipulating the single central record
  - c. Monitoring and reviewing safeguarding systems and records.
- STAKEHOLDER ENGAGEMENT AND BUY-IN**
  - a. Parent engagement
  - b. Pupil engagement
  - c. Staff engagement
- CHECKING LEARNING AND ADAPTIVE TEACHING DURING THE LESSON**
  - a. Assessment and feedback
  - b. Continuous Professional Development on pedagogical choices
  - c. Refining and adapting curriculum sequences
- FOUR BEHAVIOUR (IN CLASS AND DURING UNSTRUCTURED TIME) AND OFFICIOUS LANGUAGE BEING CHALLENGED**
  - a. Line-level disruption in lessons
  - b. Behaviour during unstructured times
  - c. Challenging of derogatory language, bullying and using the 'top' (offensive, resolution, outcome and communication)
- EFFECTIVE ATTENDANCE STRATEGIES**
  - a. Improving attendance of key groups of learners (e.g. disadvantaged, SEND)
  - b. Evaluating effectiveness of attendance strategies and refining
  - c. eradicate out of lesson truancy
- SIXTH FORM CHARACTER AND PERSONAL DEVELOPMENT COMPLEMENTING THE WIDER LEARNER EXPERIENCE**
  - a. Introduce and develop personal development programme through tutor time
  - b. Develop manager induction and wider areas (SMSC for Sixth Form students)
  - c. Improving attendance to ensure Sixth Form students experience character and personal development
- SOCIAL, MORAL, SPIRITUAL AND CULTURAL BRITISH VALUES AND RELIGIOUS EDUCATION**
  - a. Review the RE/RSW/RE curriculum offer
  - b. Opportunities for learners to gain confidence in discussion faith and British Values
  - c. To develop a curriculum to include financial literacy and mental health support opportunities

## Post Ofsted Action Plan

## Scrutiny & Advisory Groups

The Trust benefits from teams of non-executive ambassadors who work with Trust leaders in Scrutiny and Advisory Groups. These groups include parents, community members and staff of the Trust's schools as well as Trustees from the Trust Board. SAAG ambassadors 'walk alongside' trust leaders in the school improvement journey, providing support, challenge, scrutiny and advice. Trustees who sit on the Scrutiny and Advisory Groups act as the link to the Trust Board.

[Click here](#) for an overview of GFM Governance.

If you're interested in joining our Scrutiny and Advisory Groups, please contact Megan Webb ([mwebb@gfmat.org](mailto:mwebb@gfmat.org))

## How to raise a concern - we welcome working with you!

We are always grateful for parent feedback and we take all concerns raised seriously. If you have raised a concern and this has not been resolved to your satisfaction, please do not hesitate to contact either Luke Adderley (Associate Headteacher) or Chris Willis (Headteacher) via [headteacher@bayhouse.gfmat.org](mailto:headteacher@bayhouse.gfmat.org).

CONCERN

A copy of our school's complaints policy can be found [here](#).

## EXCITING FUTURE: Bay House Rebuild Project

Bay House School and Sixth Form was selected by the Department for Education as part of its first wave of rebuild programmes across the country starting next academic year. We are delighted to invite parents to a series of exhibition events to showcase the designs of the rebuild project and a chance to ask any questions. For parents and carers of learners and students in Year 11 or L6th, please drop in between 4pm and 7pm on Tuesday 18th April. For parents and carers of learners currently in Year 7 - 10, please drop in between 4pm and 7pm on Wednesday 19th April. Look out for a dedicated area of our website for more information and updates about this build coming very soon.

# Build Exhibition



You are warmly invited to one of three opportunities to view our site development exhibition

### Exhibition Dates

All three dates will run 4pm - 7pm and will be located in the marine centre at Bay House.

**Tuesday 18th April** - Students, Parents and Carers in or about to join the Sixth Form

**Wednesday 19th April** - Parents and Carers of learners in years 7 - 10

**Thursday 20th April** - Colleagues, Parents and Carers in all local primary schools.



Six buildings, two temporary classrooms and numerous stores and containers will be demolished, including various outbuildings and bin stores in front of Bay House; and they will be replaced with three new buildings, to allow for an enhanced landscape and more space for recreation. The new building will join up with existing retained buildings to provide a much more accessible school and college environment.

✉ [BuildTeam@gfmat.org](mailto:BuildTeam@gfmat.org)

☎ 02392 587931