



# Bourne End Academy

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Dear Parents/Carers

It is a pleasure to be able to write to you and welcome both you and the students back for the start of this half term. As has been previously stated, a number of changes took place last half term and, to the credit of all of the students in our school, they have approached their learning with continued drive and commitment.

As I am sure you are aware, recruitment and retention for teaching and support staff in schools is a national issue and something that, for those who read education papers or have links with education, is often in the forefront of media and news outlets. In my discussions with parents and as a general issue that has been raised, it is important to assure you that as a school, and as the relatively new Headteacher, we are looking to resolve some of the staffing issues that we have experienced during last half term. There is no quick fix to some of these issues and as Headteacher with a passion for quality first teaching and learning it is vital that we have the best practitioners in front of our students as possible. In addition, questions that parents have raised with me regarding the school curriculum have been discussed and are being reviewed with changes due during the course of this academic year. Of course, there is also no quick fix for this as any curriculum change requires modelling, recruitment, retention and indeed succession planning before appointments and changes are implemented. I feel that it is important for you, our parent body, to be aware. I will endeavour to keep you updated over the coming months.

In regard to curriculum, it was a delight to be able to welcome so many Year 11 students and their parents to the Sixth Form Open Evening on Thursday. The information, prospectus and process that is launched at this event, will now ensure that the offer we make for Year 12 for September 2019 works to fit the needs, requirements and wishes of as many of our students in Year 11 as possible. The Open Option system that was discussed on Thursday, allows the Sixth Form curriculum to be built around the choices our students make and creates a bespoke timetable for our students. Option choice forms were shared with students prior to half term and will now be used to create a first draft of the Option blocks. This can then be shared with our Year 11 students. In addition, and as was mentioned at the Open Evening, all Year 11 students and, for the first time this year, their parents or carers, will be invited to one-to-one meetings with senior members of staff to discuss GCSE targets and work for their all-important examinations this summer, as well as the plans students have for next year, whether that is with us, at Bourne End, or elsewhere. Information regarding this will be shared with Year 11 parents in due course. I have successfully implemented this in other schools I have worked in and the opportunity to have discussions about what support is in place for the students, GCSE target grades and the actions needed to reach and attain them has been seen as invaluable. We will look to ensure that appointment times with students allows parental involvement and attendance wherever possible.

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Finally, having now been part of E-ACT for half a term a number of parents have asked how the values of E-ACT and the Believe Engage Aspire from Bourne End are working together. The three values from E-ACT, for all of the students in the Trust, of Thinking Big, Doing the Right Thing and Showing Team Spirit are outlined below.

**Thinking Big:** For themselves and for the world around them by thinking beyond the four walls of their academy, and having the belief that anything they aspire to achieve is possible through hard work.

**Doing the Right Thing:** In all that they do by carefully thinking through their decisions, even when it means doing something that's hard or takes a lot of time.

**Showing Team Spirit:** By supporting one another, and knowing that by working together great things can be achieved.

This is tied in with the mission statement from E-ACT that all of the students are to thrive in their academies, developing respect, resilience and a lifelong love of learning, so equipping them for their future. The mission statement also states that all E-ACT Academies are to be inspirational learning environments with outstanding teaching and learning, with a strong ethos of care, support and personal development whilst being connected to the local communities that the Academies serve. For students at Bourne End, **believing** in themselves, **engaging** with their learning, **aspiring** to be their very best and to achieve all that they can in all that they do is so clearly "thinking big" and "doing the right thing" and, only by working together as a team or partnership with their peers in class, with the teachers leading and guiding and with their parents sharing in the journey will they achieve their goals. As I have shared with parents over the last half term where we have had the opportunity to discuss and talk, it is an exciting time to be part of the development of Bourne End Academy into becoming part of the E-ACT Trust.

Yours sincerely



**Ryan Williams**  
**Headteacher**