Dear Parents & Carers,

It is nearly the end of term and I think I can say on behalf of all of the staff and students, we need a holiday! The last few weeks have been particularly busy with exam season, Eco Week, the school production of ‘The Crucible’, two sports days, residential to North Devon and Valencia, Year 6 Induction Day, The PAPAs and our very own, Portrait of the Year competition. Only today we have also launched our new House System, running parallel with our Year Team system which we believe will improve the whole school and community ethos as well as further develop our rewards system. There will be 6 houses, all named after famous and respected Londoners: David Bowie, Tessa Jowell, Angela Levy, William Blake, Gloria Bailey and David Weir. Students will be allocated to a house and throughout the year all faculties will provide opportunities for houses to compete against each other – the first of which being Sports Day.

We have said farewell to both our Year 11 and Year 13 students and wish them every success in their examinations and their future destinations. Results can be collected on the following dates and times:

**A level and Level 3 BTEC**
Thursday 15th August 2019 available to the students from 9.00am

**GCSE, level 2 (BTEC, RSL)**
Thursday 22nd August 2019 available to the students from 9.00am

There are also a number of staff who will be leaving us at the end of term: Mr Gorman, Ms Perry, Ms Wells, Ms Johnson, Ms Kirby, Ms Maden, Mr Dare, Ms Halnan, Mr Spong, Ms Mears, Mr Semino Malé and Mr Muncey. We thank them for the fantastic contributions that they have made and wish them well in the next phase of their career whether it is a promotion like Mr Spong, an opportunity to work abroad like Ms Johnson, time to do further study like Ms Maden or simply an opportunity to gain different experiences and to work in a different type of school like Ms Halnan or Mr Gorman. You will be delighted and relieved to know that despite a national teacher shortage, Norwood is fully staffed for September.

With teachers being in such short supply, it saddens me to have to mention that this year there have been a number of incidents where a small number of parents have chosen to intimidate, insult and undermine staff. Norwood staff are well trained professionals who care deeply about their work and the education and support that they provide. Students are expected to demonstrate ‘courtesy and integrity’, yet these parents have not. There has been a failure to recognise the professional judgements of staff and respect and accept decisions. There are proper channels to follow if it is felt the school may have made a mistake; arriving at school when uninvited, ‘threatening and bullying’ staff is not one – neither is sending intimidating emails at all hours of the day and night! Schools fulfil a public function but they are also private places. There is no automatic right of entry. Behaviour of this type will lead to the individuals being banned. Our behaviour policy (on our website) and home school agreement which all parents have signed, further amplifies our expectations and sanctions.
I am sure everyone would agree that staff, like students, need to be valued and supported. I know the vast majority of parents and students do. I know this because you tell us. Thank you to everyone who adheres and supports our ethos, expectations and professional judgements. If we ‘get it wrong’ please communicate with us in a rational, reasonable and calm manner and it will be sorted.

And now for some Summer reminders. We want all of our students to have an enjoyable and well deserved break. Six weeks can seem like a long time, especially if you are not on holiday. Luckily London has loads to offer, much that is free. This summer is an ideal time to use the oyster card and explore. Mr Harvey has written to you all to inform you of a number of amazing opportunities that are available to all our students. Please take a look and encourage the young people to ‘have a go’.

As all parents know social media networking sites are hugely popular and with no school for the next six weeks, more time is available for children to access them. It is important therefore that parents are ever more vigilant about monitoring their usage to ensure that children remain safe. We have attached some advice and guidance for parents on social media usage.

There are always reminders about uniform. Please see page 12/13 of our handbook before agreeing to anything related to school uniform. Please look closely at the rules around footwear, school bags, hair styles and piercings: no trainers, no hoodies, no handbags, no unnatural hair colours or nails and just one piercing in the ear lobe only. Any piercings need to be done in the first week and certainly no nose piercings or cartilage piercings. There has been a slight increase in prices of uniform, please check our website for details.

The school will be open to purchase uniform on:

w/c 26th August – Tuesday, Wednesday, Thursday and Friday (9.00am to 14.30pm)
w/c 2nd September – Monday and Tuesday (9.00am to 14.30pm)

School returns on Wednesday 4th September 2019 at 8.40am

Finally, the major roadworks in West Norwood will continue next year. This is annoying and inconvenient for everyone. What it means for staff and students is that to avoid being late, they must make alternative arrangements which allow for this and leave home earlier. It remains our expectation that both staff and students need to be at school on time. Being punctual needs to be a habit for life.

Wishing you all a happy, safe and relaxing summer break.

Denise Webster
Headteacher