

EXCLUSIVE How £34million high school went from new-build hope to hellish fight club where teachers are regularly attacked after fish and chip shop head and his successor walk away

Barry: Teachers strike over being abused in class by pupils

Teachers dread working at school where violent pupils use them as punchbags

Reality - same as many schools

**Too many
pupils in
corridors**

**Pupils
refusing to go
to lessons**

**Arguments
caused by
social media**

**Low literacy
levels**

**Low staff
morale**

**Challenge to
recruit**

What people thought was needed

**Zero tolerance behaviour
policy**

**Secure 'Unit' for most
challenging pupils**

**A behaviour specialist
appointed**

Exclusions published daily

CCTV covering all areas



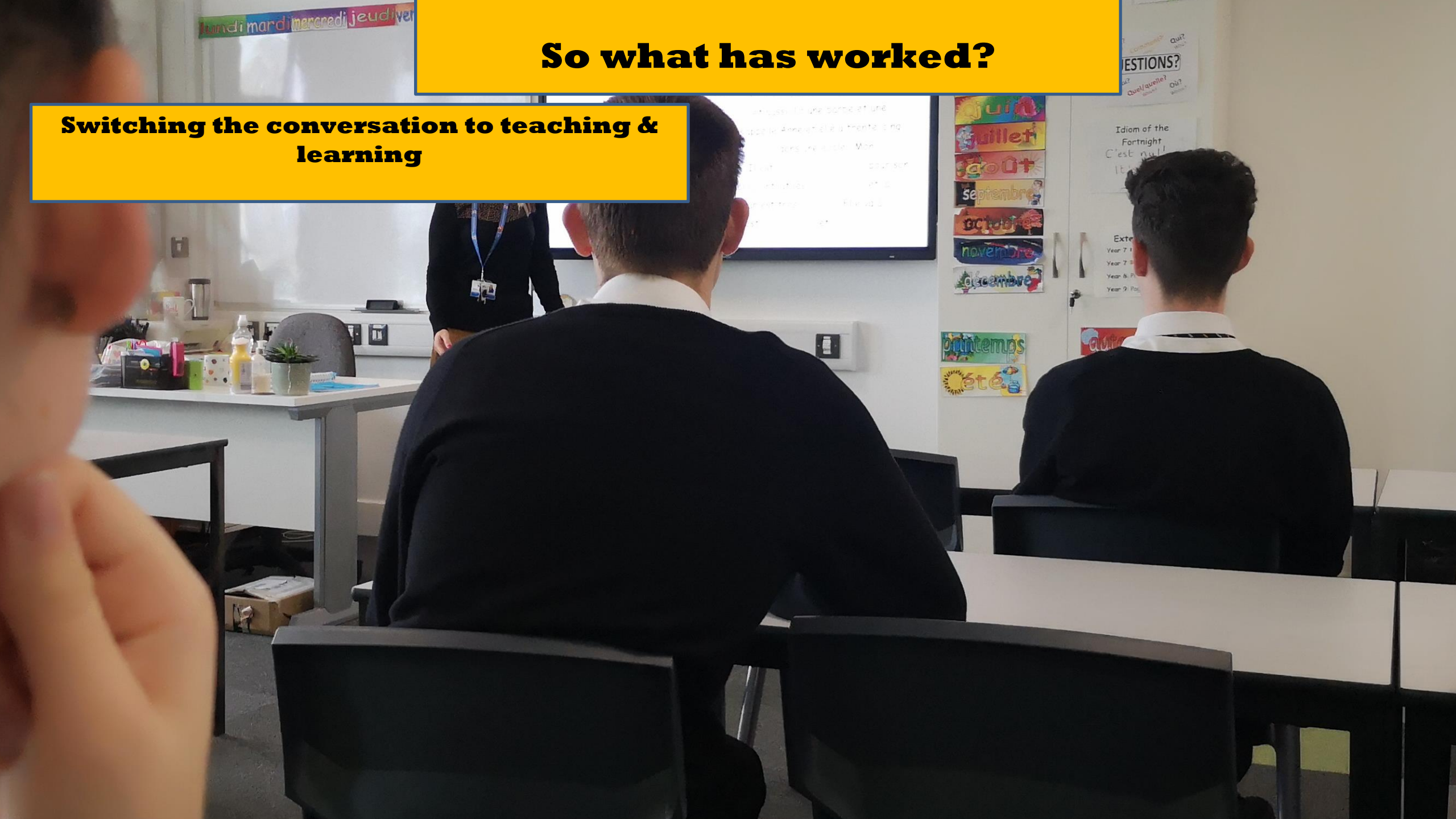
RESPECT OUR STAFF

THEY'RE HERE TO HELP YOU

**VERBAL AND PHYSICAL ABUSE
WILL NOT BE TOLERATED**

So what has worked?

Switching the conversation to teaching & learning



Example 2: English:

Gwaith Dosbarth: Intro to Essay Writing

Do Now: Because/But/So

Steinbeck writes about ranch workers **because...**

Steinbeck writes about ranch workers **but...**

Steinbeck writes about ranch workers **so...**

What is expected of me:

- Get the **date and title** in your books -in Welsh and underlined.
- **Copy out and complete** each of the statements.

Time: 5 minutes

Noise Level: Solo

Do Now	N	Y	A
Structures for books and equipment collection are clear and promote calm entry			
Do Now task selection allows for completion independently			
Do Now is completed (answers included) within 5 minutes			
Do Now is relevant to the lesson.			
There is evident challenge (highlight in RED)			



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Coaching Bulletin

A reminder of the four non-negotiables for the Do Nows. There needs to be a Do Now at the beginning of every lesson, even if it is practical, coursework or revision.

1. Time

- The Do Now does not last longer than five minutes.
- Make this clear on your Do Now slide
- Use a timer

2. Task Focus

The Do Now must be relevant to the lesson. Either:

- A retrieval task linked to the previous lesson
- Work that is going to be covered during the lesson

3. Independent Task

The task should be independent

- Staff should not have to help pupils
- Pupils should not need to ask for help
- This allows staff to stand at the door and take the register

4. Challenge

There should be a challenge question in the Do Now

- This is not an extension activity, just a more challenging

Every teacher uses the same direct teaching approach

Every teacher coached 1-1 with lead practitioners

Every teacher has agreed to learning walks at any time

Outstanding teaching and learning team

So what has worked?

Switching the conversation to teaching & learning

Over presence of SLT

- **On duty**
- **On tour**

Relentlessly positive

One change at a time

Over communication of clear direction and positivity - culture shift

Appointing great staff internally

Banning mobile phones!

Is it solved?

No - schools can always improve however Pencoedre is not a special measures school

- I walk 20,000 a day (in both schools)...it's tiring!

Moments still happen in schools (in both schools!)

Many pupils are restricted by their literacy levels

But by focusing on teaching and learning...teachers are enjoying taking about what they are passionate about and behaviour and attendance have significantly improved.

