

# All Saints' CE Federation of Academies



'Building the bridge to success together'

*John 10:10 I have come in order that you might have life - life in all its fullness.*

**THANKFULNESS**

**FORGIVENESS**

**COURAGE**

**COMMUNITY**

## Behaviour Policy and Expectations

This policy has been adopted by the Governors in consultation with the Headteacher, Deputy Headteacher and teaching staff. It was revised during and following the COVID-19 pandemic and was most recently approved by governors in September 2022. It will be reviewed in September 2023 or sooner if necessary.

### Philosophy

At All Saints' CE Federation of Academies we aim to create a secure, effective and stimulating environment which values every individual child and helps prepare them with skills for adult life. Our caring and happy school promotes our core Christian values of courage, community, forgiveness and thankfulness which underpin all relationships in school. Pupils should have the opportunity within school to be healthy, stay safe, enjoy and achieve their full potential, making a positive contribution to the school environment and the wider community.

Our philosophy towards responding to behaviour is rooted in the restorative approach; we aim to provide the children with clear boundaries and consequences to behaviour. All children should be treated fairly and favourably and adjustments are made to include all pupils in all activities, wherever possible. We encourage positive learning behaviours throughout school and take every opportunity to enhance a child's self-esteem by praising achievement and exercising rewards appropriately.

The Governing Body and all staff believe this is best achieved where there is a common understanding of the school rules and rewards system. A consistent approach is undertaken by all staff in promoting 'the agreed whole school policy' on promoting positive relationships and behaviour and above all the highest of expectations are upheld at all times, with positive attitudes demonstrated by everyone.

The policy should be understood by: pupils, parents/carers, staff and governors.

### Aims

Our aim is to provide children with the skills and tools to successfully resolve conflict, understanding how the choices they have made have affected others. We promote positive language and look to find opportunities where children can succeed and have good choices in their behaviour recognised. We use the language of 'wow' and 'good' but equally we are consistent in our high expectations that children with our care, guidance and support can make mistakes but then work hard to rectify any damage their actions, words or consequences have caused.

We are passionate in having a whole school approach to behaviour that is consistent. Regardless of being 3 or 11, each child is recognised as an individual, and taught important life skills to be able to fit into the school community and reach their potential. Our behaviour chart is a feature within every classroom, and

is referred to throughout the school day. It is the lynchpin to ensuring we have a calm and stable environment, but it also allows children to take responsibility for their own choices and actions.

This policy has been written by the Deputy Headteacher, who has responsibility for pupil behaviour and wellbeing. It will be shared with the Governing Body, who will also ensure it complies with Section 89 of the Education and Inspection Act 2006. This is incorporated throughout the policy and will be reviewed on a regular basis.

## **The Restorative School**

During your child's time with us, we will not only provide them with a first class education in all the core subjects but we will also look to educate them both socially and emotionally. We will look to give the children valuable life skills and tools to be able to overcome challenges that they face as they learn to grow over the years. We are proud to say that we will be a restorative school, this means that we will proactively support the children in managing any conflicts that arise, this could be conflict in their learning, but it may also be conflict with their peers. As a restorative school, our core Christian values embed everything we do:

1. Community – work as part of a team
2. Forgiveness – take responsibility for their actions and repair the situation when needed
3. Courage – tell the truth, be independent and stand up for themselves and others
4. Thankfulness – for ourselves and for others

Our approach to behaviour and your child's wellbeing has those values at the core, we believe in giving children the skills and techniques to talk about their feelings and to be able to express their views on issues that are important to them. At times, teams will use a restorative approach, called a 'solution circle' where the children can come together and learn about issues such as tolerance, democracy and mutual respect. Being guided and supported in their development of emotional vocabulary and articulation, in an environment that is safe and empowering. Building resilience and tolerance in our young people we see as an essential life skill. Empowering the children to be able to navigate and communicate in a way that ensures they can manage the challenges and triumphs that lie ahead.

To ensure everyone's rights are respected we have three key rules to follow, which promote positive behaviours. School Federation Rules:

- We follow instructions.
- We use positive language and only say kind and polite words.
- We keep control of our hands, feet and objects. This includes:

The safety of the children is paramount in all situations. If a child's behaviour endangers the safety of others, the class teacher stops the activity immediately and the child will be removed from the classroom. If this is not possible then the rest of the class will be moved away to a safer location. Staff will only use positive handling to prevent injury to another child or if the child is in danger of hurting him/herself, or to prevent harm being caused to buildings or property. The actions we take are in line with the government guidelines on the positive handling of children and staff have received appropriate training in physical intervention. In the event of a child having to be restrained, appropriate documentation is completed and incidents would be reported to parents immediately.

Our hope for you as parents is that we will very much work in partnership. If you have any questions or comments, we would urge you to come and discuss them with us at any time. The only way we will be able to foster good relationships that benefit your child are through showing mutual respect and having trust in what we do. It would not be possible for us to get the best for our children without having good parental engagement. It is our hope that by choosing for your child to attend our school that you know that we will always do our best to ensure your child has every possibility to grow and learn. We hope that you support us in our mission to educate the whole child, equipping them with vital skills to live a happy and healthy life.