

Behaviour and Relationships Policy



Policy developed by Mr Grogan (Headteacher) and Miss Gray (Teacher)
in consultation with children, parents/carers and all staff: January 2022

Policy approved by Governors: February 2022

A handwritten signature in black ink, appearing to read 'Fiona Taylor'.

Chair of Governors

A handwritten signature in black ink, appearing to read 'M. Grogan'.

Headteacher

Policy shared with staff and shared on the school website: February 2022

'Never settle for less than your best'

BEHAVIOUR AND RELATIONSHIPS POLICY

Our school motto

Never settle for less than your best.

Our Vision

Following in the footsteps of Jesus, each member of our community will flourish as resilient, respectful and adaptable individuals prepared for life's journey. Along the way we will encourage and inspire each other to continue growing as beacons of light in our own lives and the wider world.

Our Mission Statement

St. George's Central seeks to provide quality education rooted in the Christian faith, serving the spiritual, moral, and educational needs of the community of which it is part.

Introduction

It is a primary aim of St. George's Central CE Primary School and Nursery that every member of the school community feels valued and respected, and that each person is treated fairly and well. We are a caring community, whose values are built on mutual trust and respect for all. Our Behaviour and Relationships Policy is therefore designed to support the way in which all members of the school can live and work together in a supportive way. It aims to promote an environment in which everyone feels happy, safe and secure.

Our school provides a nurturing, caring and deeply Christian ethos that is committed to the development of the whole person. This permeates every aspect of the school's life, the curriculum and its delivery. Our distinctively Christian values are firmly based on the Christian Faith and are deeply embedded. *Trust, Forgiveness, Endurance, Justice, Compassion, Friendship and Hope* are central to our work, meaning everyone in school works to provide an environment within which children and adults can develop good relationships showing at all times, they understand and demonstrate how to be:

Ready

Respectful

Safe

We believe that our Behaviour and Relationships Policy clearly sets out how our Christian values are utilised so that all members of the school community can use them as a guideline to making good decisions. This policy links closely with the Home-School agreement in terms of the responsibilities of the school, the family and the child. The development of positive relationships among all members of the school community is paramount in ensuring an effective learning environment where respect, care and consideration are engrained within the ethos of the school. Good discipline is the fundamental backbone to creating a safe, working environment in which all children can learn effectively and we will ensure that pastoral care, guidance and support lies at the heart of our priorities, allowing all members of the school community to grow to be the best that they can be personally, academically and spiritually.

Related Policies

This policy operates in conjunction with the following school policies:

- Acceptable Use Policy
- Child Protection and Safeguarding Policy
- Mental Health and Well-being Policy
- Religious Education Policy
- Peer on Peer Abuse Policy
- Anti-Bullying Policy
- Learning Environment Policy
- Online Safety Policy
- Special Educational Needs and Disabilities (SEND) Policy
- PSHE, RSE and Health Education Policy

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The aim of this policy is to:

- Develop in children a sense of self-discipline and an acceptance of responsibility for their own actions.
- Create conditions for an orderly community in which effective learning can take place, where there is mutual respect between all members and where there is a real concern for the environment.
- Promote positive values and good behaviour; we believe that requires the successful partnership between teachers, parents /carers, children and supporting agencies in our community and Local Authority (LA).

Children learn most effectively when they are happy, secure and have sense of purpose and a sense of achievement.

The children are actively involved in the development/review of the Behaviour and Relationships Policy: contributing ideas in class discussions and through the School Council. They also help to reinforce the policy by active involvement in carrying out the rules and supporting the use of anti-bullying strategies within the Anti-Bullying Policy.

Values and Ethos

The creation of a positive ethos and strong relationships for the children at St. George's Central CE School and Nursery is vitally important. Without mutual respect and discipline the delivery of a broad, balanced and differentiated curriculum becomes impossible. Modelling mutual respect with all members of our school community is the driving force, ensuring that effective learning and teaching can take place. Therefore it is vital that we recognise where relationships fall short of this and develop strategies for dealing with them.

Our role in the development of self-disciplined adults for the future is crucial. We understand that it is crucial that at St. George's Central CE School and Nursery we have a consistent approach with explicit boundaries and expectations that children can anticipate our reaction and modify their behaviour accordingly. Therefore:

- Clear rules must be established, made explicit and revisited regularly.
- Staff must be consistent in their dealings with children.
- All staff should interpret school rules in the same way.
- In most cases we should respond in an agreed way with some flexibility to deal with exceptional circumstances.
- Parents/carers should be aware of the school rules and the consequences of their children's actions. Each year parents will be asked to sign our Home-School Agreement which indicates that they agree to this Behaviour and Relationships Policy, thus strengthening the relationships between school and home.

Aims

We aim to:

- create a calm and positive ethos throughout the school where everyone feels safe, secure and valued, and where effective teaching and learning can take place.
- Build a community which values kindness, care, resilience, respect and empathy for others.
- Enable children to develop a sense of self-worth and a mutual respect and acceptance for others, and to ensure all learners are treated fairly and are shown respect.
- Develop, in children, a sense of self-discipline and a responsibility for their own actions.
- Ensure that all unwanted behaviours, including inappropriate use of language, are challenged appropriately (this includes, but is not limited to, derogatory language related to the protected characteristics contained in the 2010 Equality Act – racist, sexist, homophobic, biphobic, transphobic or other discrimination).
- Use positive strategies to help pupils achieve their capabilities by celebrating their achievements.
- To develop a proper concern for the school's environment and resources.
- Ensure that sanctions, where needed, are fair and work to develop relationships in a more positive way.

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Principles of Positive Relationships

Positive relationships result from a process of co-operative teamwork, including interactions with all adults and peers within the school community.

Within school, staff will encourage positive relationships by:

- Instilling our school rules of **'Ready, Respectful, Safe'** with all children and ensuring their understanding of these principles;
- Providing a welcoming and secure classroom environment that gives clear messages to the children about the extent to which they and their efforts are valued.
- Praising children for their achievement and providing appropriate positive feedback.
- Providing a well-ordered and organised learning environment to promote and develop independence.
- Having interactive and well maintained displays which help develop self-esteem through demonstrating the value of every individual's contribution.
- Having visual timetables support children to understand what is coming next and to feel secure.
- Being consistent and having agreed expectations.
- Employ effective teaching methods and interesting and challenging activities to deliver our high quality curriculum.
- Acting with courtesy and consideration to all individuals.
- Put in place and be proactive with the organisation of activities within own allotted areas at playtimes and lunchtimes to engage the children in positive play.
- Encouraging, praising and re-enforcing good relationships.
- Working as a team – supporting and encouraging each other through embodying the school ethos.
- Insisting on acceptable standards of conduct, work and respect.
- Encouraging children to take responsibility for their own actions and the related consequences.
- Implementing a range of classroom management techniques to ensure calm and effective working environments.
- Specific teaching of strategies to enable children to make suitable choices during SEAL, PHSE and RE lessons and through our acts of worship and work on our whole school Christian Values.
- Ensuring fair treatment for all, regardless of ability, age, sex, race or preconceptions.
- Showing appreciation of the efforts and contributions of everyone.
- Using 'I wish my teacher knew' and Stirling survey results to develop positive, trusting relationships with children and provide additional support to raise self-esteem of children and promote positive mental health and well-being.

Children will work towards developing positive relationships by:

- Knowing and accepting the school rules of **'Ready, Respectful, Safe'**, understanding the reasons behind them and implementing them at all times.
- Praising other children for their achievement and providing appropriate positive feedback.
- Developing their understanding of others', and their own actions and being given the responsibility to manage these.
- Accepting and reflecting on the Christian or Community values evident throughout schools.
- Treating others with respect, care and consideration, the way in which they would wish to be treated.
- Using 'I wish my teacher knew' opportunities to have a more open relationship with adults and inform them of worries, concerns, news and additional things that otherwise staff may not be aware of.

Parents/carers can support positive relationships by:

- Knowing and accepting the school rules of **'Ready, Respectful, Safe'**, through agreeing to the home-school agreement.
- Praising children for their achievement and providing appropriate positive feedback.
- Actively supporting staff in developing their child's ability to take responsibility for their actions. This will be done through supportive parenting, but also through supporting the school at strategic points for development, when requested.
- Taking an active interest in the work their child completes within school and for their home learning.
- Supporting the actions of the school if reasonable consequences are enforced as the result of unacceptable behaviour.

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- Speaking initially with class teachers should they have any concerns about the way that their child has been treated. Key Phases leaders and other senior staff may then be involved and then the Headteacher. If the concern remains, parents/carers should contact the School Governors.
- Instilling the same values at home/within the community as are encouraged in school.

We expect everyone to behave in a reasonable and civilised manner so that issues will be dealt in an atmosphere of trust and mutual respect.

Behaviour and Relationship Management Plan

We have three key aspects:

- Rules
- Recognition
- Consequences

Rules

It is very important that as adults we act as good role models to which children can aspire. The following rules are for everyone. We will encourage our children to be:

Ready, Respectful, Safe

Ready

Children are expected to:

- Come to school prepared and ready for the day ahead, ensuring that they have all necessary equipment with them required for the day.
- Show that they are ready to listen and act upon instructions or guidance given by adults at all points throughout the day.
- Show that they are ready to move to different parts of school (e.g. the dinner hall) in a sensible manner.
- Be ready to answer any questions asked of them during lessons.
- Be ready to produce the best possible work that they can in all of their books.

Respectful

Children are expected to:

- Listen when an adult is speaking.
- Show respect for each other (e.g. whilst playing games on the playground or by holding a door to allow an adult or another child to pass through).
- Walk and talk quietly around school remembering that others may still be working.
- Be friendly and treat others as they would want to be treated.
- Be kind, considerate and caring to all members of our school community.
- Be accepting of difference.
- Be dependable, polite and helpful.
- Be respectful of our school environment and equipment.
- Respect the property of others.
- Respect the opinions and beliefs of others.
- Use their manners.

Safe

Children are expected to:

- Keep their hands and feet to themselves at all times.
- Use all school equipment safely and appropriately.
- Wear the correct uniform at all times, including no jewellery or inappropriate haircuts/hair colour.
- Move sensibly around the school building at all times.
- Follow the safety procedures in place in the event of an incident (e.g. fire alarm).
- Speak to an adult in school if they feel that someone is behaving in a way that jeopardises the safety of anyone in the school community.

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Recognition

We aim to create a healthy balance between recognition and consequences with both being clearly explained and specified. Children should learn to expect recognition for positive behaviour and fair and consistently applied consequences for inappropriate behaviour. All systems are flexible to take account of individual circumstances. The emphasis is on positive behaviour management through recognition and praise, which should be given whenever possible for both work and behaviour. Recognition and tangible rewards are given on individual, group and whole class levels in order to promote a sense of both individual and corporate responsibility:

- Each child in school, from nursery to Y6, is a member of one of 4 teams (either St Matthew, St Mark, St Luke or St John). Their team stays the same throughout their time at St. George's Central CE School and Nursery. Team points are awarded to individual children for a variety of reasons, some of which include good work, good behaviour, effort, home learning, attendance and punctuality, remembering equipment or activities undertaken outside school. These are recorded on a class chart so that points for each team can be tallied each week. Every Friday the points for each team are totalled across the school and the team with the most points for that week moves along one space on our whole school reward board. Throughout the year, there are also opportunities for children from across school to come together in their teams to take part 'Team Point Challenge' activities with the winning team moving an extra space along the display. This reward board is based on the Manchester to Tyldesley Guided Busway and the ultimate aim is to be the team that gets the closest to Tyldesley by the end of the school year. There are rewards for the winning team.
- A weekly 'Star Award' certificate is given to a child from each class and can be awarded for various achievements throughout the week.
- A weekly 'Lunchtime Award' certificate is given from each staff member, rewarding the positive lunchtime behaviour.
- A weekly 'Christian Values' award is given to a child from each key phase in school (Early years, KS1 and KS2) who has shown themselves to be a role model for our school Christian Values.
- A weekly 'Headteacher Award' certificate is given to a child from across school in recognition of any achievements that have been observed throughout the week.
- A weekly postcards home is sent OR a weekly phone call home is made by teachers to parents/carers for good work, behaviour, effort etc.
- A termly 'Super-Writer' award is given to a child from each year group in recognition of their work with their writing. The child's work is displayed along our main corridor in school for all to see.
- A termly 'Super-Artist' award is given to a child from each year group in recognition of their work in Art. The child's work is displayed along our main corridor in school for all to see.
- Verbal, 'on going' positive feedback.
- Positive written comments in books.
- Positive written comments in planners.
- Stickers may be used.
- Showing work to other teachers/classes or in Celebration Worship.
- Visit to headteacher.
- Headteacher postcards home.
- Individual classes will also have their own personalised method to reward children at the end of a half term or term, for example: extra playtime, movie afternoon, board games etc.

Recognition should be 'displayed' with the same prominence as the rules.

Consequences

All children are expected to follow the requirements in the home-school agreement which is signed each year by the headteacher, parents/carers and children. Despite positive responses as a means to encouraging good behaviour, it may be necessary to employ a number of consequences if unacceptable behaviour escalates to enforce the school rules, and to ensure a safe and positive learning environment. We operate a hierarchy of corrective interventions and consequences, working from the least to the most intrusive. The hierarchy is made explicit to the children as is the link between the behaviour and consequence. A variety of low level intervention strategies are used initially, such as non-verbal signals, reminders and close adult proximity to re-direct and encourage children to stay on track.

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If the inappropriate or continued disruptive behaviour persists, then the consequences are presented to the child as a choice to help teach children that they are responsible for their own behaviour. Within the classroom, the following consequences will be used for increasingly inappropriate or continued disruptive behaviour:

- 1) Verbal reminder of the expected behaviour to the class
- 2) Verbal private reminder of the expected behaviour to the child
- 3) Private discussion with the child with the certainty of a follow up after the lesson which may include 'time out' to identify any support for the child, 'time out' for the child to reflect on their behaviour, or 'time out' for the child to complete unfinished work.
- 4) Referral to a member of the Senior Leadership Team.
- 5) In extreme cases the children will see the Headteacher.

A lunchtime club is provided for children to 'catch up' with any work from class that they may have missed as a result of their behaviour.

A 'pro-active' approach is to be taken when informing parents/carers of any unacceptable behaviour. Regular 'open and honest' informal discussions are promoted so that everyone is kept informed and there there are no surprises during discussions at formal parents' evenings.

An agreed working practice is that a child should **only be removed** from a classroom/playground as a last resort when extreme/dangerous behaviour such as physical aggression towards others is displayed. **This criteria must be applied in every instance.** At this stage, they should be sent to the Headteacher. The emphasis at any stage is on the child being re-engaged in the lesson and their learning resuming as soon as appropriate.

The school is highly focused on preventing any form of discrimination including the 'Protected Characteristics'. These include age, disability, gender re assignment, race, religion or belief, sex, sexual orientation, marriage and civil partnerships, pregnancy and maternity. A written record of incidences that have involved unsafe behaviour, discrimination, physical harm to others or bullying should be recorded on CPOMS. For more serious incidents, a record of the incident will be made using the school agreed format and this will include actions taken by members of staff. Once again this will be uploaded to CPOMS. If a decision is made by the Headteacher to exclude a pupil, all staff need to complete a witness statement detailing the event, this must include all actions and approaches used by staff and the child's responses. For children with Special Educational Needs (SEND) difficulties, a detailed statement of adjustments made for the pupil also needs to be included alongside witness statements. The school also uses CPOMS to record incidents of behaviour including all forms of discrimination.

Special circumstances

For extreme behaviour, the hierarchy of consequences may not be appropriate and the child may need to be taken immediately to step six and if necessary the Headteacher will move to step seven. This is a severe clause. A severe clause is in place so that the school and children know what behaviour will not be tolerated in school. The following are incidents that will constitute the imposition of the severe clause:

- Bullying.
- Threatening another child.
- Physical abuse of a child.
- The physical abuse of a staff member.
- Racial abuse of anyone in the school.
- Homophobic abuse of anyone in the school.
- Disability Discrimination.
- Discrimination relating to children with Special Educational Needs.
- Being in possession of harmful drugs.
- Carrying a weapon.
- Sharing inappropriate images and/or messages relating to inappropriate images.

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The following could also be considered by the school as a severe clause incident:

- Swearing at a staff member.
- Deliberately breaking or damaging the school property.
- Refusal to follow instructions – making the child unsafe.
- Stealing.
- Open defiance in carrying out one of the consequences.
- Doing something that constitutes danger of another child.

An agreed working practice is that a child should **only be removed** from a classroom/playground as a last resort when extreme/dangerous behaviour such as physical aggression towards others is displayed. **This criteria must be applied in every instance.** At this stage, they should be sent to the Headteacher. The emphasis at any stage is on the child being re-engaged in the lesson and their learning resuming as soon as appropriate.

In those instances, where the child refuses to leave the classroom/playground environment an available member of the Senior Leadership Team should be contacted to provide support. In those instances, where it is not possible to remove the child demonstrating extreme behaviour from the room, then serious consideration should be given to removing the class group from the room, leaving the individual causing concern 'in-situ' until support is available.

Use of reasonable force

There is no statutory definition of reasonable force, it will always depend on the circumstance of the case. The emphasis is always on de-escalation and promoting self-discipline with any physical contact only being used as a last resort and to ensure the safety of all children and staff. The use of reasonable force, such as 'positive handling', will only be used by staff to 'control' or prevent a situation and will be reported immediately to the Headteacher. 'Positive handling' refers to physically bringing a pupil under control, such as holding them back. This is typically used in more extreme circumstances, such as to separate two pupils fighting. 'Control' is in regards to either passive physical contacts, such as blocking a pupil's path, or active physical contact such as leading a pupil by the arm. The degree of force which is used will depend on the age, gender and understanding of the pupil. Staff members will always use actions which are appropriate and in proportion to the circumstances of the incidents. All incidents which involve the use of reasonable force will be reported to the Headteacher, recorded in writing and communicated to the pupil's parents/carers.

The school may need to use reasonable force in situations such as:

- A child trying to leave a classroom when doing so would lead to a risk to their safety.
- A child is physically harming another child or member of staff.
- A child is at risk of harming themselves or others.

For children whom have been deemed a risk of displaying any of these behaviours, a positive handling plan will be drawn up, in consultation with parents/carers which will outline agreed strategies that will be used to control the child.

Positive handling Plans

For children who may be showing regular challenging behaviour the school will, with full consultation with parents/carers write a positive handling plan for individual children. This plan will identify behaviours and how they escalate for that particular individual. The plan will also outline strategies to be used by all staff in the event of behaviour becoming more challenging. The emphasis is always on de-escalation strategies to support the learner back to accessing learning alongside their peers.

Individual Risk Assessments

On some occasions it may be appropriate to carry out individual risk assessments for children displaying extreme behaviour challenges, Risk assessments will list the risks to the individual, risks to others and measures in place to minimise the risk. This is shared openly with parents/carers.

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Pastoral Support Plan

When a child is showing challenging behaviour and is at serious risk of exclusion, the school will request involvement from the Targeted Education Support Services (TESS). A Pastoral Support Plan (PSP) will be written to further support the child so as to prevent exclusion. Meetings will take place with parents/carers every six weeks to review progress and improvements in behaviour. In some cases, part-time timetables may be appropriate to support the child at times of extreme need or difficulty. If a part-time timetable is appropriate this is discussed with all parties involved in the care of the child and applied for through the Local Authority.

Use of additional support

Some children may from time to time need the support of outside agencies. The school makes full use of outside agencies to support pupils including Counselling, TESS team, Embrace, Outreach teams from Special Schools, Educational Psychologists, Child and Mental Health Teams and other relevant agencies. The school works closely with parents and values their views; all referrals are made in partnership with parents/carers.

Exclusion

Exclusion of a child will only be considered as a last resort after other strategies have failed, or that by allowing a child to remain in school it will be seriously detrimental to the education or welfare of the pupil, or to that of others at the school. There are two types of exclusion:

- **Suspension:** Schools can suspend pupils for up to 45 days and
- **Permanent exclusion:** Schools can exclude pupils permanently due to their behaviour.

Only the Headteacher has the power to exclude a child from school. See the Exclusion Policy for more information:

<https://www.saintgeorgescentral.wigan.sch.uk/Documents/Policies/Exclusion%20Policy%202021.pdf>

Right to search

The Headteacher can authorise a search of pupils or their possessions (including bags and trays) without the child's consent, if there is reasonable grounds for doing so, for any item which is banned by school rules (these items include weapons, alcohol, controlled drugs, stolen property, cigarettes and tobacco products, pornography, fireworks, personal electronic devices such as mobile phones and music players like iPods etc. and items which may be used to commit an offence). Reasonable force may be used to execute the search (this would be undertaken by staff trained in 'Team Teach' techniques). Teachers can instruct pupils to turn out their pockets and enforce sanctions if they refuse to do so. A pupils' possessions will be searched while the pupil is present. School has the right to confiscate and keep hold of, or destroy, any items which pupils should not be in possession of (depending on the nature of the item).

Drug and alcohol abuse

It is the policy of St George's Central that no child should bring any drug, legal or illegal, to school. If a child will need medication during the school day the parent or guardian should notify the school and ask permission for the medication to be brought. This should be taken directly to the school office for safekeeping. Any medication needed by a child while in school must be taken according to school policy and procedures. The school will take very seriously misuse of any substances such as glue, other solvents or alcohol. The parents or guardians of any child involved will always be notified. Any child who deliberately brings substances into school for the purpose of misuse will be punished by fixed term exclusion. If the offence is repeated, the child will be permanently excluded, and the Police and Social Services will be informed. If any child is found to be suffering from the effects of alcohol or other substances, arrangements will be made for that child to be taken home. It is forbidden for anyone, adult or child, to bring onto the school grounds any illegal drugs. Any child who is found to have brought to school any type of illegal substance will be punished by a temporary exclusion. The child will be re-admitted to the school following the fixed-term. A parent or guardian of the child will also need to visit the school to discuss the seriousness of the incident with the Headteacher.

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Sexual abuse and discrimination

The school prohibits all forms of sexual abuse and discrimination, including sexual harassment, gender-based bullying and sexual violence. The school's procedures for handling peer-on-peer sexual abuse and discrimination are detailed in the Peer on Peer Abuse Policy. The school will respond promptly and appropriately to any sexual harassment complaints in line with the Child Protection and Safeguarding Policy; appropriate steps will be taken to stop the harassment and prevent any reoccurrence. Discipline for incidents of sexual harassment will be determined based on the nature of the case, the ages of those involved and any previous related incidents.

Children with SEND

We recognise that for a small number of children, whose behaviour is beyond the whole school rewards and consequences system, a more personalised approach may be necessary in order to support them in developing the ability to regulate their own behaviour. They may have an individual behaviour plan agreed between the pupil, staff and parents/carers. The support of outside agencies will also be sought where appropriate, in particular the TESS service or Educational Psychologist.

If a child leaves the school premises

If a child leaves the school premises i.e. they run out of school, staff should observe the child but they must not chase the child. A child who is running out of the school is unpredictable and may run into danger or the path of a car. The Headteacher needs to be notified immediately if a child has left the premises and will take control of the situation

Power to discipline beyond the school gate

All pupils are expected to behave in a manner which does not threaten the health and safety of other pupils, staff and members of the general public. This includes any incidents when pupils from St George's Central CE Primary School and Nursery are:

- On the journey to and from school.
- On educational trips and visits.
- At events representing the school.
- Wearing school uniform outside of school hours.
- Using the internet, digital recording devices and mobile phones.

If it is deemed necessary, school sanctions will be enforced within school for incidents that have happened beyond the school gates.

Additional support for parents/carers

If parents wish to seek additional support and advice on developing their child's social, emotional and behavioural skills, they should first contact Mrs. Kearns, the school Learning Mentor, who can offer initial guidance and/or signpost parents to other agencies who may be able to help further, for example local Startwell Centres. If necessary, school will support parents/carers by Earliest Help/Early Help support and/or through working with external agencies such as Startwell Service, Targeted Education Support Services Team (TESS), Multi Agency Safeguarding Team (MAST) etc.

Managing pupil transition

All pupils throughout school will be fully supported in preparing for any move to a new class, Key Stage or school. Each year, during the Summer Term, children will be given the opportunity to spend some time in their 'new' class ready for the following September. In particular, children moving from Y2 to Y3 will be specifically shown where toilets, cloakrooms and resources are and the new routines explained to them to ensure a smooth transition and to ease any concerns. Y6 pupils will be given opportunities to attend 'taster days' at their chosen High School in order to prepare them for starting there in the following September.

Dealing with allegations against members of staff or other adults within school

All allegations should be made, in writing, to the headteacher or, in the absence of the headteacher or if the allegation is against the headteacher, they should be addressed to the chair of governors, Mrs F Taylor. All allegations will be taken seriously and investigated and reported to the Local Authority Designated Officer (LADO) who will provide advice and monitor progress of cases. Staff suspension will not be the default option in response to an allegation. Allegations found to be malicious will be removed from personnel records and pupils found to have made malicious allegations will be sanctioned appropriately in line with this policy.

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Inclusion

The principle aim of this policy is to develop well-behaved, confident, responsible, tolerant individuals with high self-esteem and accordingly all children should have access to their education and school life regardless of gender, race, cultural background, ability or any physical or sensory disability. The effectiveness of our policy is monitored and any issues dealt with immediately.

Monitoring and review

This policy has been developed in consultation with the whole school community. All members of the school staff are consulted and copies of the policy are readily available for all parents/carers and children to look at whenever they wish. Parents/carers received a version by email as part of the consultation process and are then informed when the policy is approved.

The effectiveness of the Behaviour and Relationships Policy will be monitored by the headteacher and senior management team. They will report to the Governors on the effectiveness of the policy. The Behaviour and Relationships Policy should be seen primarily as a working document, subject to revision in the light of changing circumstances and impact on actual practice. We recognise that reward systems used in school often have short term benefit and that there is a need to continually review the systems in place.

The governing body will be kept up-to-date on all matters relating to this policy. It will be reviewed annually, but governors may choose to review it earlier than this if the government introduces new regulations, or if they receive recommendations on how the policy might be improved.

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