



St John's Church of England Primary School
The Good Shepherd Trust
Academies in partnership with the Guildford Diocese
Education Trust
The Education Centre, The Cathedral, Guildford, Surrey
GU2 7UP Tel: 01483 450423



Relationship Policy

Our Shared Vision

Dear friends, let us love one another, for love comes from God John 4:7

The aim of the policy is to create a secure, inclusive and happy school, which encourages everyone to follow our St John's expectations: Be Safe, Be Respectful, Be Kind, Be Polite and Be Your Best.

We expect all members of our school to adhere to St John's six core Christian values of Trust, Love, Cooperation, Courage, Resilience and Respect. These lie at the heart of the high expectations we have for our relationships in our school. We recognise that behaviour is communication and use nurture principles alongside restorative practices. We believe the best way to ensure positive behaviour is to make learning in class engaging, creative and fulfilling and to build strong, healthy relationships. Pupils achieving positive outcomes will flourish and the outcome of this vision is children thrive socially and academically.

Aims

- create an environment which encourages and reinforces our St John's expectations
- model acceptable standards of behaviour at all times in the day
- promote respect and tolerance of all, through the building strong relationships

The Restorative Approach, Ready to Learn.

Restorative practice involves helping children think through their behaviour, its consequences and what they can do to make it better. We are giving pupils the skills to understand that their behaviour is their responsibility and make more informed empathetic choices in the future. A clear process of select questioning helps pupils identify when and how they need to regulate and restore relationships. This follows the Good Shepherd Trust Behaviour Principles.

Roles and Responsibilities

Reinforcing, expecting and modelling positive relationships is everyone's responsibility.

All adults encountered by the children at school have an important role: model St John's expectations, use positive language and a restorative approach, recognise and respond consistently and empathetically to behaviours, follow our behaviour steps to help pupils to: understand the impact of their actions, take responsibility and understand how to repair a situation or conflict. At lunchtimes, mid-day supervisors support positive play in the lunchtime zones. The classroom is used in a variety of ways as a tool to promote positive relationships and exemplify where behaviour has been positive. Senior leaders meet weekly to review behaviours. Communication with parents and carers is also key.

Reward System

Our emphasis on rewards is to reinforce positive behaviours.

We believe that rewards have a motivational role, helping children to see that following expectations are valued. Rewards used include a range of both intrinsic and extrinsic strategies, whole school and individual. Celebration of children's work and effort is used to reward.

Sanctions

Our behaviour flowchart is followed consistently to address incidents. Consequences range from expressions of disapproval, the withdrawal of privileges, time out and, in exceptional and last resort terms, suspension. This is in line with DfE guidelines.

In the case of children who leave the school site, it is the policy to call the Police and contact the parents. A member of the senior staff may follow if they deem it safe (for the child) to do so.

Rarely, when needed, de-escalation and positive touch strategies are used to ensure the wellbeing of all children.

Reporting of Behaviour

Behaviour is reported using the Arbor system.

Discriminatory Incidents

The school follows The Good Shepherd Trust guidelines on reporting discriminatory incidents. Any behaviour towards another person(s) considered to be discriminatory in nature by any person(s) will be recorded using The Good Shepherd Trust Reporting guidelines.

Support

For pupils who are struggling with behaviour management, St. John's will provide targeted pastoral support or mentoring by adults or peers (i.e. ELSA; positive play, circle of friends, peer buddies/mentors).

St John's Expectations

At St John's We are All Ready to Learn



Early Years








At St John's We are All Ready to Learn





St John's Expectations

 Be Safe	 Be Respectful	 Be Kind	 Be polite	 Be Your Best
<p><i>I will listen to adult instructions.</i></p> <p><i>I will stay in the classroom at all times.</i></p> <p><i>I will listen and show trust when following instructions around the school.</i></p> <p><i>I will cross the road safely.</i></p> <p><i>I will walk calmly around the school at all times.</i></p>	<p><i>I will represent the school respectfully at all times.</i></p> <p><i>I will wear my school uniform with respect and pride.</i></p> <p><i>I will respect the school's environment by always looking after it.</i></p> <p><i>I will show respect during worship and only speak when my hand is up.</i></p>	<p><i>I will treat everyone the way I would like to be treated.</i></p> <p><i>I will keep my hands and feet to myself.</i></p> <p><i>I will think before I speak and say nice things about everyone.</i></p> <p><i>I will show love and try to play with everyone and not leave anyone out.</i></p>	<p><i>I will show my manners and say thank you and please.</i></p> <p><i>I will greet everyone during the day and ask how they are doing.</i></p> <p><i>I will have my hand up when wanting to contribute and cooperate with my classmates.</i></p> <p><i>I will open the door to my peers and adults.</i></p>	<p><i>I will always show courage when I find things hard.</i></p> <p><i>I will show resilience and say to myself "I can't do it YET"</i></p> <p><i>I will engage in my learning.</i></p> <p><i>I will not give up when I struggle.</i></p> <p><i>I will ask for help and help others when things are tricky.</i></p>