



John Blow Primary School

Behaviour and Relationships Policy

Date of Policy: September 2023

Policy approved by:

Date for Review: September 2024

Vision of Policy:

The John Blow Primary School Behaviour and Relationships Policy aims to ensure that all pupils feel safe and secure and are supported in a positive and happy climate where they feel valued, understood and cared for.

This is achieved by a relationship-based approach using restorative practises. These are based upon:

- Behaviour communicating an unmet need, with the unmet need being addressed.
- Children's behaviour needing their individual influences to be understood.
- Relationship-based, restorative approaches offering an evidence-based alternative to zero-tolerance behaviour management systems.

Policy Source:

This policy was based on guidance provided by Nottinghamshire County Council (NCC) Local Authority in 'Understanding Behaviour In Schools: A Relationship-Based Approach To Inclusion'. It has included input from representatives of the governing body, members of staff, parents and carers, pupils/students, our School Nurse, our link NCC colleagues etc.

Policy Scope:

This policy applies to all activities in the school while the document is live and in use.

Aims of the Policy:

- ✓ Assert the school's commitment to emotional mental health and well-being of learners and staff.
- ✓ Demonstrate that this policy vision is one which the school believes passionately can improve educational attainment, improve the lives and life chances of learners, and improve staff working environment and reward.
- ✓ Describe the structure under which the Behaviour and Relationships Procedure will be delivered.

Our School Values:

Through assembly themes, PRSE sessions and classroom discussions, staff and children will work collaboratively to explore the school values. Children and staff will strive to always embody these values and will explore the importance of representing John Blow Primary School both within and outside of school.

Our school values are:

1. We are kind and thoughtful towards everyone.
2. We show respect.
3. We are focused and prepared to learn.
4. We keep our school attractive and safe.
5. We strive to be the best we can be.

Roles and Responsibilities:

Role	Responsibility
All John Blow Primary School Staff	All staff play a vital role in supporting the needs of pupils whilst at school. Teachers should aim to build strong positive relationships with learners, which should act as the foundation for achievement. Classroom teachers should have an awareness of other staff with whom learners have a strong, trusting relationship. Classroom teachers should make these trusted adults aware of any significant issues. Classroom teachers should always try to solve any problems with students themselves in the first instance. Classroom teachers should follow their Behaviour and Relationships Policy training.
Temporary staff e.g. music teachers, specialist subject teachers	These staff will be provided with a copy of the behaviour and stage flow diagram to support their management of behaviour whilst in school.
Governing Body	The Governing Body should ensure that this Policy is effectively implemented and continues to be valuable.

How The School Supports Staff Well-Being and Reflection:

Regular opportunities to reflect on behaviour management and support will be woven into the schools' monitoring and evaluation programme; this will be clearly communicated with all parties. Valuing wellbeing for all members of the school community is an integral part of the school's vision.