

# The Weald Federation

Of Five Ashes, Frant, Mark Cross and Mayfield Church of England Primary Schools



**With God's love we grow and learn together**

To be an inspirational place of learning. Together, with our community, we strive for excellence enabling every child to flourish.

Through our Christian ethos, we aim to empower our pupils to become independent, reflective learners able to contribute to our ever-changing and diverse world.

## Behaviour Principles

Led by:	Joanna Challis / Jo Warren (EHTs)
Date implemented:	September 2024
Date for next review:	September 2025
Approved by:	FGB 26.09.24
ESCC policy / School	School

## **The Weald Federation Behaviour Principles 2024-2025**

This document is not policy or practice, rather it is a statement set out by The Weald Federation Board of its principles and values with regard to behaviour that is both expected and promoted within the Federation.

Actual, practical applications of these principles are the responsibility of the Executive Heads /Heads of School , who will view each case in the light of these principles and any relevant policies such as:

- The Weald Federation Child Protection and Safeguarding Policy
- The Weald Federation Staff Code of Conduct Policy
- Each school's Behaviour Policy

The Governing Board is aware and approves of this statement, believing it accurately reflects the Christian ethos of the Federation and that effective learning and development relies on good standards of behaviour. This is why, at The Weald Federation, we seek to uphold high standards of behaviour that are guided by the principles within this statement.

### **Principles**

- The Weald Federation adopts a therapeutic approach to behaviour management.
- The Federation's primary concern is the safety, wellbeing and education of all pupils. Actions taken in cases of anti-social behaviour are with the intention of upholding a child's wellbeing and academic progress, as well as fulfilling our safeguarding responsibilities.
- Staff will lead by example and model their conduct in line with the school's policy and standards.
- All members of the Federation must be treated inclusively and be free from any form of discrimination or prejudice – whether it be racial, ethnic, gender, sexual orientation, religious or age-based.
- We will foster a community and collective Christian ethos amongst all members of the Federation which is guided by our principles of: Service, Opportunities, Kindness and Excellence.
- The Federation will create and maintain an atmosphere and ethos of tolerance, equality, diversity, respect, understanding, kindness and a sense of citizenship throughout the Federation community in everyday practice.
- Polite and considerate behaviour is to be maintained by all around the schools, both in and outside of the classroom.
- All children, staff and visitors should feel safe in the Federation environment at all times through a high quality of care, support and guidance.
- All pupils are supported to flourish both academically and in their personal development and feel valued and respected by both their peers and adults, free from any form of bullying or discrimination.
- All members of our school communities should understand the behaviour expectations and relevant policies and are responsible for supporting them.
- Behaviour expectations should be consistently applied and where consequences are applied, they should be fair, reasonable and proportionate and in line with each school's behaviour policy.
- The Executive Headteachers/ Heads of School have the right to determine the process and consequence for any individual pupil or pupils based on all available evidence and individual circumstances.

- All staff should take the time to understand what a child's behaviour is communicating and apply strategies appropriate to their stage of development and specific needs.
- The Federation aims to help children grow internal discipline through teaching them to understand emotional vocabulary, become emotionally literate and develop emotional agency.
- Pupils should be taught and expected to develop positive learning behaviours and respect others' right to learn.
- Positive behaviour is to be acknowledged and rewarded in order to grow the child's internal discipline. Rewards should never be used as a tool to persuade children to achieve a desired outcome.
- Bullying (including online, prejudice-based and discriminatory) is not tolerated and pupils should report any case of bullying they experience or observe to school staff.
- Offensive or insulting language is not to be used in any circumstances, deliberately or otherwise. Staff will explain why the language is unacceptable and apply consequences as appropriate in line with the school's policy.
- Any kind of violence, threatening behaviour or abuse between children, or towards staff, will not be tolerated. However, this is always considered within the context of the child's needs and circumstances.
- To keep pupils and staff safe, the Executive Headteachers/ Heads of School will utilise their powers to search and confiscate or use reasonable force in order to keep individuals from harming themselves or others or significantly damaging the school's property.
- Comprehensive support is given before or alongside consequences for anti-social behaviour – exclusions are to be used only as a last resort following a serious breach or persistent breaches of a school's behaviour policy. Only the Executive Headteacher can make the decision to exclude a pupil.
- The Federation seeks external support from the Local Authority Team Around the School and Setting (TASS) and other agencies where required.
- If a parent/carer does not conduct himself/herself properly, the Federation reserves the right to ban them from the relevant school's premises and, if the parent/carer continues to cause disturbance, he or she may be liable to prosecution.

This written statement, and the policies that are influenced by it, applies to all pupils and staff inside and outside of the Federation, when acting as ambassadors, when engaged in extra-curricular activities, such as educational visits (including residential visits) and when being educated as a member of The Weald Federation.