

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

With God's love we grow and learn together to inspire every child and adult to flourish within our community. Through our Christian ethos, excellent teaching and shared learning, we aim to encourage everyone to discover who they are in relation to God, the world and others. This is in order to prepare for, and positively contribute to, our ever changing and diverse world.

Behaviour Principles

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Date implemented:	October 2025
Date for next review:	October 2026
Approved by:	FGB
ESCC policy / School	School

The Weald Federation Behaviour Principles 2025-2026

This document is not policy or practice, rather it is a statement of principles and values set out by The Weald Federation's Board of Governors 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 and 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
- Exclusions Guidance

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.

Our Federation Vision and Christian Values inspire our behaviour Policies

Philippians 1:9-10

This is my prayer: that your love may abound more and more in knowledge and depth of insight so that you may be able to discern what is best.

We are all made in the image of God and therefore everyone has value. This applies to the way in which we care and relate to one another. Our Christian Values positively affirm our commitment to encouraging every member of our school community to live in a way in which everyone can flourish in life.

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.
- We foster a community and Christian ethos amongst all members of the Federation, striving to enable every child to flourish.
- Staff will lead by example and model their conduct in line with the school's policy and standards to promote pro-social behaviour.
- 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.
- The Federation will create and maintain an atmosphere and ethos of tolerance, equity, 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.

Concerns regarding children's behaviour should be communicated to parents/carers, who are encouraged to work collaboratively with the school to establish strategies/an action plan to improve this.

- 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.
- 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.
- Individual behaviour plans, outlining a series of reasonable adjustments, may be required to support some children to meet the expected standard of behaviour. They may include a risk assessment and adaptation to the school day and/or routines. These plans are developed collaboratively with relevant members of staff, the Inclusion Lead and Senior leaders, drawing on external advice. They are reviewed regularly and shared with parents/carers, who may contribute to this process.
- 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.
- 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 modelled by staff, acknowledged and praised 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. The Head of School/Executive Head will refer to The Federation Anti- Bullying Policy and investigate the situation promptly and thoroughly.
- 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.
- Restrictive physical intervention should only be used when there is risk of serious harm including injury to a child, other children, staff or members of the public. This may form part of a pupil's individual behaviour plan or be used in a situation, by any member of staff, to prevent risk of serious harm.
- 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.