



Pencoedtre Learning Community (PLC) Relationships Policy- summarised version

Our Vision

Together we will create an inclusive, safe and enabling community where relationships flourish. We will strive to ensure that every child and every family in our community can grow and aspire to achieve their best.

Our Purpose

To ensure we have a relationships policy that is designed to meet the needs of our children and our community. Our aim is to provide consistent and effective support for healthy relationships.

Why: The purpose of this policy is to outline our approach to why, how and what we do to build, maintain and, at times, repair relationships. By joining one of the PLC primary schools, we ask that you commit to putting relationships at the forefront of our practice.

By fostering **Healthy Positive Relationship Development** not Behaviour Management, we are **changing**, not managing behaviour. We therefore do not have a behaviour policy based on one set of rules with punishments, sanctions or isolations, but a policy that models inquiry, resolution and repair.

We have one policy that is invested in supporting the very best possible relational health between:

- Adult to adult
- Child to child
- Adult to child

How: In each of our schools we will commit to developing positive, healthy relationships and recognise that knowing how to get along with others is a lifelong skill that enables us to be and become the Four Purposes.

- We agree that safeguarding of children is the most important thing.
- We will behave in a respectful way and treat others with consideration and empathy.
- We will ensure that all children and adults have a sense of belonging, feeling safe, secure and valued.
- We will maintain a safe, happy and calm environment which encourages individuals to achieve their own potential through an aspiration to be the best version of themselves.
- We will know our rights and respect the rights of others.
- We will support the development of positive behaviours with strategies to manage and control our own emotions and actions.
- We will provide a clear and consistent approach.
- We will teach, foster, nurture and value strong and healthy relationships.
- We will find motivation 'to do the right thing because it is the right thing to do'.
- We will be honest and expect honesty in order to build trust.
- We will not judge, or label and we will be allowed to make mistakes and learn from them.
- We will teach equity to gain equality.

What: We will learn and grow as restorative schools, as a collaboration as a community.

Restorative Approaches

Respect: Listening to others' opinions and learning to value them.

Responsibility: Taking responsibility for our own actions.

Repair: Identifying solutions that can repair harm, and to ensure behaviours are not repeated.

Re-integration: Working through a structured and supportive process that aims to solve the problems and allow the relationships to thrive.

Why are we introducing this policy?

We know that children, like us, have their good and bad days. When things don't go well we need to intervene. When this happens your child and yourselves have to be reassured that we are doing so fairly, consistently and with an understanding of what has occurred and what triggered it. This doesn't mean that all changes in a child's behaviour should be punished or corrected in some way. We see building, maintaining and sometimes repairing relationships as the key to tackling the way our children learn.

Because this may be a new approach to some of you we wanted to make sure that you were fully informed about the policy, could ask questions and are supportive.

Developing the Policy.

We have discussed the need for this policy across all schools. Staff have contributed their ideas as have some parents and children. Like all policies it has quite a lot of detail and you are welcome to read the full document on our website. Given that many of us have little time we have produced a short summary which we recommend you read before signing this agreement.

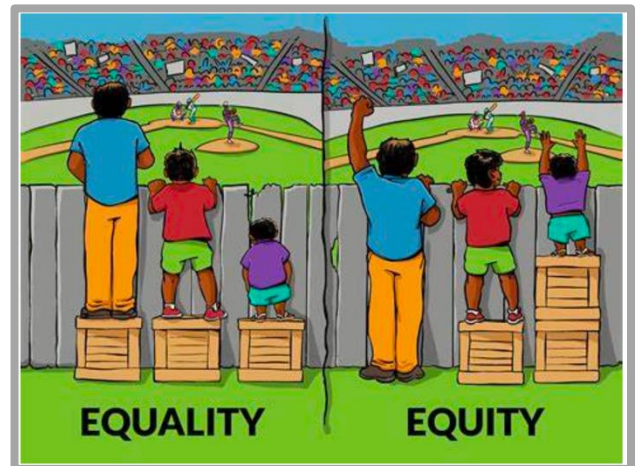
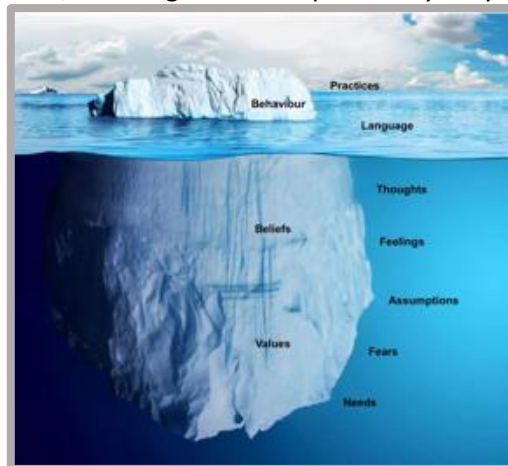
We will make changes based on feedback from you and your child as well as staff. This shouldn't mean that you can't raise any questions about the policy and its impact at any time.

The approach is a broad one as it has to deal with single small incidents as well as more serious problems to enable every child to thrive.

A consistent approach

We want to reassure you that your child is being supported in a consistent way. This is at the heart of our approach as a restorative school. This means we understand that our children, families and staff give their best when their needs are met, when they feel safe, and when they understand their relationships with others. This means allowing time to listen to the voice of individuals, staff and families. All members of staff are responsible for supporting the behaviour of pupils across the school. Attachment/ building relationships is everybody's business!

By learning about why we behave the way we do we learn how to change behaviours into habits.



F	A	I	R
Fair Meeting our children, staff, and families where they are.	Aspirational A strong desire to achieve success.	Inclusive You feel welcome, valued and you belong!	Respectful Mutual trust, good communication, understanding and honesty.

Appendix
Key resources for staff and parents

TITLE	LINK	INFORMATION
Every Child Needs A Champion	https://www.ted.com/talks/rita_pierse_on_every_kid_needs_a_champion?language=en	Rita Pierson Information referenced in Relationships and Behaviour Policy. Importance of positive relationships
Everyday Heroes	https://www.youtube.com/watch?v=5E-6eh011Es	Jaz Ampwar Farr Belonging and the importance of instilling a strong sense of belonging for pupils Impact of a significant adult
Impact of a significant adult	https://www.youtube.com/watch?v=omPdewwanzQ	Ian Wright Impact of a significant adult on life outcomes
ACES training	https://www.youtube.com/watch?v=YiMjTzCnbNQ	
Wellbeing and Nurture	https://www.youtube.com/playlist?list=PL1Wm8raZThUKhSTUNw6SOD2sBaZUbavo	Safety Belonging Efficacy Agency Love and Care
Dr Daniel Siegel presenting a hand model of the brain	https://www.youtube.com/watch?v=gmqCIJ740xw	Understanding how the brain works
Dr Daniel Siegel: Name It to Tame It	https://www.youtube.com/watch?v=ZeDLzppD4Jc	

