



HILLINGDON PRIMARY SCHOOL

Learning and Achieving Together

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Dear Parents and Carers,

"It takes a village to raise a child."

Values for the School Year (2023/2024): Mutual Respect, Kindness and Belonging.

Please find a copy of the new Behaviour Policy (October 2023). It is very similar to the previous policy but it is intended to provide more clarity about how we manage good and poor behaviour in school and how we define 'misbehaviour' and 'serious misbehaviour'. It reflects our school's motto of 'Learning and Achieving Together' and aligns with our school's values. This year we are focusing particularly on the values of: Mutual Respect, Kindness and Belonging within our school community.

We are a community of learners and we achieve together. As a community our pupils have a right to learn in a calm and orderly environment so that they feel safe and happy and able to do their best. Each member of staff and pupil also has a responsibility to ensure that we maintain our safe and happy environment and sometimes that means showing kindness to those who are having difficulties and modelling ways of how to do it better although this should never be to the detriment of all pupils being able to learn.

Please find below our expectations of staff and pupils as outlined on the Behaviour Policy:

This policy sets out:

Whole School Expectations for Staff

- Staff are expected to follow this policy to maintain high standards of behaviour.
- Staff are expected to model expected behaviour and to establish positive professional relationships with pupils, with each other and their parents based on the school's values. This includes mutual respect and kindness.
- Staff are expected to ensure pupils are aware of the school's expectations particularly when pupils are new to the school.
- Staff are responsible for challenging and managing poor behaviour and are expected to celebrate and recognise excellent behaviour.

- Staff are expected to provide a personalised approach, agreed with senior leaders, to the specific behavioural needs of identified pupils.
- Staff investigating incidents of serious misbehaviour are expected to give all pupils involved a 'voice'; an opportunity to explain what happened. Assumptions must not be made and adequate time must be given to understand what happened so that the correct action/consequence can be decided upon.
- Staff are expected to record serious behaviour incidents promptly and according to school policy.
- Staff are expected to escalate a serious incident of misbehaviour to a member of the senior leadership team and/or the pastoral care manager.

Whole School Expectations for Pupils

- Pupils are expected to establish positive working relationships with their peers and staff based on the school's values. This includes mutual respect and kindness.
- Pupils are expected to maintain the high standards of behaviour in the school by following their class and school rules and routines.
- Pupils involved in incidents of misbehaviour are expected to be honest about what happened so that everyone's 'voice' can be heard and a fair sanction applied.
- Pupils are expected to 'own their mistakes' and to be open to guidance about how to behave appropriately in the future. If appropriate, they are expected to be open to repairing a relationship and to apologise so that they and others can move forward.

Please find below how we would like to work in partnership with parents and carers:

Whole School Expectations - Our Partnership with Parents and Carers

- We ask parents/carers to establish positive professional relationships with staff based on the school's values. This includes mutual respect and kindness.
- We ask parents to support their child to follow the class, school rules and routines by modelling appropriate behaviour and providing guidance as and when it is necessary.
- We ask parents to celebrate with us their child's positive behaviour in school, when representing the school and when walking to and from the school.
- We ask parents to work with the school when necessary to support their child to improve their behaviour.
- We ask parents involved in discussions relating to misbehaviour to give all pupils and their families involved in an incident a 'voice'. Parents are asked not to jump to conclusions or to judge another child/ren 'guilty' until they have allowed the school to complete an investigation and to understand all the evidence. When requested by the school and when appropriate, we ask parents to work with the school to repair poor relationships so that pupils can learn from their mistakes and they and others can move forward.

- We ask parents to discuss promptly, with the class teacher or pastoral care manager, any concerns about behaviour of their child or another child. We manage these concerns sensitively.
- We ask parents not to publish/discuss anything on social media relating to incidents in school that could label a child and damage their well being.
- We ask parents to raise any concerns about the management of behaviour with the school directly, whilst continuing to work in partnership with the school.
- We ask parents to inform the school of any changes in circumstances that may affect their child's behaviour.

Most parents have now attended parent consultation meetings for the autumn term. Parents whose child has an EHCplan will be sent a letter by the end of the week to enable them to book an appointment. These appointments are arranged at a different time as they are slightly longer appointments. This term, the focus for parent consultation meetings is: attendance, attitude and behaviour. We expect most pupils to be judged GOOD in each of these areas.

Overall, we are very proud of the behaviour and attitude of our pupils. We are also very mindful of the hard work parents do at home in ensuring their children know how to behave and how children are guided by important family values such as mutual respect (rights and responsibilities), inclusion of all and kindness. Visitors to the school including the London Regional Director, Kate Redman, often compliment the children for their behaviour and attitude to learning. Our residential school trip provider, PGL, always looks forward to Hillingdon children attending their activity centres due to their positive attitude and excellent behaviour. However, all communities have to work together to ensure high standards of behaviour are maintained and the staff of the school are constantly working to maintain these standards and supporting our pupils to make good choices, to learn from their mistakes and to find a resolution.

We are always open to talking with parents who have concerns about behaviour. Please come and talk with us. Please do not send a message via another parent as we need to hear directly from you so we understand your concerns.

On a positive note, let's also celebrate when our pupils do well. One of our favourite times in the school week is our Celebration Assembly when we celebrate our pupils' learning and achievements during the school week. We always have much to celebrate!

Best wishes,

Ann Bowen-Dreslin

Ann Bowen-Breslin
Principal

Note:

Reminder of Attitude and Behaviour Judgements - Teacher Assessment

Requires improvement Behaviour OR attitude is a concern and not at the expected standard.	Inconsistent More effort required to ensure behaviour OR attitude is at the expected standard throughout the school day including in class, at lunchtime and walking around the school.	Good- At the expected standard - thank-you for supporting a positive learning environment in school.	Exceptional - Thank-you for being an exceptional role model to promote: - An excellent attitude OR - Excellent behaviour
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