

Relationships Policy

Legal Status

This policy has regard for:

The Education (Independent School Standard) Regulations 2014, part 3 subsection 9

The Equality Act 2010

The DfE advice 'Behaviour and discipline in school', January 2016 and

KCSIE September 2022

The Policy should be read in conjunction with:

- . Reasonable Restraint Policy
- . The School's Aims and Ethos
- . Anti-Bullying Policy
- . Student Protection and Safeguarding Policy
- . Complaints Policy and Procedures
- . The SEND Policy
- . Intuition School's De-escalation Support Policy
- . Intuition School's Engagement Reinforcement Steps

Rationale

Pupils achieve their full potential in a nurturing, stimulating and ordered school environment, where everyone feels valued, respected and safe. By following the Attachment Aware, Trauma Informed Model of "Regulate, Relate, Reason and Repair" we connect with our students to empower them to understand the positive and negative choices they may make.

We work closely with the students and Parent/Carer(s) to hear their views and opinions, as we acknowledge and support Article 12 of the *United Nations Convention on the Rights of the Child* - "children should be encouraged to form and to express their views"

As a school community we have a commitment to promote equality. This policy is in line with the Equality Act 2010 {evidenced through Equality Impact Assessment.

We understand that reasonable adjustments may need to be made for those students with SEND ensuring that this policy is reflected in their Personal Safety and Support Plans.

Aims

- To create an ethos that makes everyone in the school community feel valued, respected and safe.
- To ensure our school is a nurturing learning environment.
- To ensure staff feel supported and confident as effective teachers.
- To ensure that staff have a consistent approach.
- To ensure students recognise and understand their rights and responsibilities.
- To develop self-awareness and self-control.
- To encourage good behaviour and respect for all.
- To equip students to become strong, responsible citizens.
- To work with other schools to share good practice and improve this policy.

How will we achieve our aims?

The Intuition Student Agreement 2021, informed by the students, is clearly visible throughout Intuition School. Through regular reinforcement and promotion, the students understand and can track their progress on maintaining the Intuition School Agreement

All staff will lead by good example

Personal Student Support and Safety Plans are working documents to be reviewed and adapted regularly.

Staff will follow the Intuition School's Engagement Reinforcement Steps

Use Regulate – Relate – Reason and Repair Model

The Principal will:

- ensure all school personnel, pupils and parents are aware of and comply with this policy
- work hard with everyone in the school community to promote the ethos that everyone feels valued, respected and safe
- promote sound working relationships with everyone
- ensure the health, safety and welfare of all
- provide leadership and vision in respect of equality
- provide guidance, support and training to all staff
- monitor the effectiveness of this policy; and annually report on this to the Governing Body
- keep up to date with new developments and resources
- undertake classroom monitoring
- work with external agencies

School staff are expected to:

- develop this policy throughout the school
- work closely with the Principal and the nominated governor
- monitor pupils' adherence to the Intuition Student Agreement
- follow PSSPs, ensuring targets are covered and updating as and when necessary
- create links with parents/carers
- comply with all aspects of this policy
- respect all
- promote self-responsibility
- follow the Intuition School's Engagement Reinforcement Steps and adopt a solution focussed approach to relationships
- Regulate, Relate, Reason and Repair
- feedback on relationships in staff debriefs
- provide well-planned, appropriately differentiated lessons
- attend training on Attachment Aware, Trauma Informed Practice as and when necessary
- ensure the health and safety of the pupils in their care;
- implement Intuition School's Equality Policy
- report any discrimination effectively

Students will:

- be aware of and comply with this policy
- sign and follow the Intuition Student Agreement
- track their own progress

Parents/carers are encouraged to:

- comply with this policy and sign the Home/School Permissions and Agreement
- have good relations with the school
- ensure their children understand and value engagement in school
- take part in periodic surveys conducted by the school

It is Intuition School's Responsibility to:

- understand that some behaviours may give cause to suspect that a student is suffering, or is likely to suffer, significant harm. If this is the case, the school will follow its Student Protection and Safeguarding procedures.
- understand that corporal punishment is illegal

Prevention

School staff follow Intuition School's Engagement Reinforcement Model

All staff are expected to be ready on time, expect an orderly entrance to the classroom meet and greet the students and ensure a lesson is prepared which achieves balance, pace, and differentiation and a definite conclusion.

Staff are aware of the individual personalities, learning styles, and needs of the students as well as the social dynamics within each teaching group.

Maintain a nurturing environment will involve the students tracking their choices following each lesson to enable self-reflective practice.

When students struggle with meeting the Intuition Student Agreement

Our team is skilled in Attachment Aware, Trauma Informed Practice and adapt their responses to meet the individual student's needs.

Some strategies which may be included in their response are:

- following Intuition School's Engagement Reinforcement Model
- following the Regulate, Relate, Reason and Repair Model
- implementing a change in activity
- utilising Safe Touch
- enabling a Reassurance Call home
- trauma informed mindfulness/ meditation
- allowing a change in environment
- meeting with parents/carers
- completing missed work at a time of their choice out of timetabled time
{Parents/carers will be given 48 hours' notice if the chosen time is out of school hours, so that suitable travel arrangements can be made}

Exclusion

Our staff are mindful of statutory guidance in cases where our professional judgement leads us to use reasonable force {See Intuition School's use of reasonable force policy}

There may be occasion when the school would consider excluding the student for a period or, in extreme circumstances, permanent exclusion may take place.

Possible actions that might lead to exclusion:

- causing serious injury to another person (adult or student)
- causing deliberate harm to school property or the property of another individual
- being abusive
- deliberate and recurrent breaking of Intuition School's Student Agreement

The student's parents/ carers would be informed and asked to speak to the Principal. Both parties would work together to enable the student to remain in school. Exclusion is the last resort and all means would be explored in order to avoid this outcome.

Should the parents/carers have cause to complain about the exclusion then the Complaints Policy will be referred to.

Policy Awareness

We will raise awareness of this policy via:

- the school prospectus
- the school website
- the staff handbook
- meetings with parents such as introductory, transition, parent-teacher consultations
- school events
- meetings with school personnel
- communications with home such as end of half term newsletters
- reports such annual report to parents and Headteacher reports to the governing body
- information displays in the classrooms.

Training

- We ensure all school staff have equal chances of training, career development and promotion.
- Periodic training will be organised for all school personnel so that they are kept up-to-date with new information and guidelines concerning equal opportunities.

Written by: Anna Hulme Date: 09.09.2021

Review Date: 09/09/2022 Reviewed by Anna Hulme

Signed: **M Squire** {Chair of Governors}

Monitoring

The practical application of this policy will be reviewed annually or when the need arises by the Principal and the nominated governor.

A statement of the policy's effectiveness and the necessary recommendations for improvement will be presented to the Governing Body for further discussion and endorsement.