



# Relationships Policy (Behaviour)

## **ABOUT THIS DOCUMENT:**

Purpose: This policy includes a written statement outlining how Creating Tomorrow College supports staff and students in Behaviour for Learning across the College using a range of strategies and approaches.

The aim is to ensure that the strategies and approaches are used effectively and for all students and staff to work and learn in a safe environment.

Compiled by G Ivett, October 2021

Agreed by Governors

SIGNED

DATE

Review Date     September 2022

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## Wellbeing in our Trust

We understand that our role based upon building and managing positive relationships, however managing conflict can be challenging and so this document aims to set out procedures to be followed to minimize what can be difficult process.

We are all affected by poor physical and mental health at times during our lives and it is important the appropriate support is available in a timely manner.

Health and wellbeing is everyone's responsibility and we encourage an open and honest culture whereby anyone can discuss any issues they may have.

The Trustees of Creating Tomorrow take the health and wellbeing of all employees seriously and are committed to supporting our staff. The Trustees ensure that support for staff is available through:

- Effective line management
- Commitment to reducing workload
- Supportive and professional working environments
- Employee support programs
  - CIC (confidential counselling support available through Perkbox account).
  - The Teacher Support Line telephone number 08000 562561 or website [www.teachersupport.info](http://www.teachersupport.info)

## **PRINCIPLES**

The governors and staff at Creating Tomorrow College believe that every student has the right to learn in a calm, safe and caring environment. We strive to ensure that all students have the social and emotional skills to be successful when they leave College.

All staff and students are expected to adopt and apply our Four Core Values, which were introduced in September 2021 following student and staff consultation and have been regularly revisited with staff and students. This policy therefore replaces the previous behaviour policy.

### **1. Aims**

This policy aims to promote and embed Creating Tomorrow College's Core Values:

<b><u>Determination</u></b>	<b><u>Aspiration</u></b>	<b><u>Responsibility</u></b>	<b><u>Empathy</u></b>
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The core values define how we expect all staff and students to conduct themselves on a day to day basis and act as a guide to promote safe and positive behaviour. The core values are linked to the college's reward system and are used alongside the principles of Protective Behaviours to promote safe behaviour.

We believe that all behaviour communicates a need. Our overall aim is to enable students to feel safe and ready to learn so that they can become successful learners, confident individuals and responsible citizens. We achieve this by having a very clear focus and understanding within College on the principles of Behaviour for Learning which identifies a student's:

- Relationship with self;
- Relationship with others;
- Relationship with the curriculum.

### **2. Legislation and statutory requirements**

This policy is based on advice from the Department for Education (DfE) on:

- [Behaviour and discipline in schools;](#)
- [Searching, screening and confiscation at school;](#)
- [The Equality Act 2010;](#)
- [Use of reasonable force in schools;](#)

- [Supporting pupils with medical conditions at school.](#)

It is also based on the [special educational needs and disability \(SEND\) code of practice](#).

In addition, this policy is based on:

- Section 175 of the [Education Act 2002](#), which outlines a college's duty to safeguard and promote the welfare of its students;
- Sections 88-94 of the [Education and Inspections Act 2006](#), which require Colleges to regulate students' behaviour and publish a behaviour policy and written statement of behaviour principles, and give colleges the authority to confiscate students' property;
- Schedule 1 of the [Education \(Independent School Standards\) Regulations 2014](#); paragraph 7 outlines a College's duty to safeguard and promote the welfare of children, paragraph 9 requires the college to have a written behaviour policy and paragraph 10 requires the college to have an anti-bullying strategy;
- [DfE guidance](#) explaining that academies should publish their behaviour policy and anti-bullying strategy online.

### 3. Definitions

We expect all members of the college community to play a part in fostering our core values:

**Staff:** to model expected behaviour and the Protective Behaviours themes and strategies;

**Students:** to take ownership and responsibility for their behaviour;

**Parents:** to uphold the relationship policy and Home-College agreement in partnership with the college;

**Governors:** to monitor and support the policy and evaluate its effectiveness.

#### **All students are expected to:**

- Take responsibility for their own behaviour choices;
- Reflect on the impact that their behaviour has on themselves and others;
- Show care and consideration towards others and be tolerant and respectful of individual differences, beliefs and opinions;
- Respect each other's personal space;
- Work hard and to the best of their ability;
- Listen carefully whilst others are talking;
- Be polite to others;

- Look after personal belongings;
- Take care of the college environment;
- Show safe behaviour in line with our core values.

**All staff are expected to:**

- Provide praise and encouragement for students; offer challenge and highlight their achievements;
- Have knowledge and understanding of individual students support needs as set out in their Educational Health Care Plans;
- Be clear and consistent when managing behaviour of students whilst remaining non – confrontational;
- Make explicit, in a constructive and positive way, the behaviour expected of students to help them identify and label safe and unsafe behaviours;
- Follow the staff Code of Conduct;
- Provide support and encouragement to each other in accordance with the policies and procedures of the college;
- Undertake duties in a professional manner.

**Misbehaviour** is defined as:

- Disruption in lessons, in corridors between lessons, and at break and lunchtimes
- Non-completion of classwork
- Poor Attitude

**Serious incidents of behaviour** are defined as:

- Repeated breaches of the college rules;
- Any form of bullying;
- Sexual violence, such as rape, assault by penetration, or sexual assault (intentional sexual touching without consent)
- Sexual harassment, meaning unwanted conduct of a sexual nature, such as:
  - Sexual comments
  - Sexual jokes or taunting
  - Physical behaviour like interfering with clothes
  - Online sexual harassment such as unwanted sexual comments and messages (including on social media), sharing of nude or semi-nude images and/or videos, or sharing of unwanted explicit content
- Vandalism;
- Theft;
- Fighting;
- Smoking;
- Racist, sexist, homophobic or discriminatory behaviour;
- Possession of any prohibited items including:
  - Knives or weapons;
  - Alcohol;

- Illegal drugs;
- Stolen items;
- Tobacco and cigarette papers;
- Fireworks;
- Pornographic images;
- Any article a staff member reasonably suspects has been, or is likely to be, used to commit an offence, or to cause personal injury to, or damage to the property of, any person (including the student).
- Any item banned by the college rules which has been identified as an item that can be searched for

#### 4. Bullying

At Creating Tomorrow College we believe that everyone has the right to feel safe all of the time and that we have a responsibility to create and maintain a safe and secure environment for students and adults alike. All incidents of bullying (including perceived bullying) are recorded electronically on Arbor and members of the Leadership Team are alerted immediately.

Bullying is **NOT** an inevitable part of college life, or part of growing up and we believe that we should work together to make our college a happy, enjoyable and safe place for all.

**Bullying** is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

*Bullying can include:*

Type of bullying	Definition
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Prejudice-based and discriminatory, including: <ul style="list-style-type: none"> <li>● Racial</li> <li>● Faith-based</li> <li>● Gendered (sexist)</li> <li>● Homophobic/biphobic</li> </ul>	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)

<ul style="list-style-type: none"> <li>• Transphobic</li> <li>• Disability-based</li> </ul>	
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

Bullying affects everyone, not just the bullies and the victims. It affects those who witness violence, aggression and the distress of the victim. It may damage the atmosphere of the class and change the 'climate' of the College.

As part of our commitment to safeguarding our students, all staff are trained to identify possible signs and indicators of bullying and how to report concerns.

### **Prevention:**

Specific curricular approaches are used to explore the issues surrounding bullying; to give students strategies to use if bullied and to make explicit the college's policy on bullying.

Safe and unsafe behaviours are explicitly taught through PSHE & Protective Behaviours within each year group. This reinforces the themes and messages via planned activities (group or individual), assemblies, modelling and post incident debriefing.

### **Procedure:**

All incidents of bullying will be investigated and where possible a Restorative Approach will be used to repair the harm that has been caused. This approach has been adopted by Creating Tomorrow College as the preferred way of managing incidents of bullying.

- 1) In the first instance a member of the Leadership Team will speak with both the victim and the alleged bully with the view to facilitating a restorative repair. Where bullying has been identified, Parents / Carers will be informed.
- 2) Any further incidents of bullying will then be managed by the Director of College and Parents / Carers will be invited into College for a meeting.

## **5. Roles and responsibilities**

### **5.1 The governing board**

The governing board is responsible for reviewing and approving the written statement of behaviour principles (appendix 1).

The governing board will also review this relationship policy in conjunction with the Director of College and monitor the policy's effectiveness, holding the Director of College to account for its implementation.

### **5.2 The Director of College**

The Director of College is responsible for reviewing this relationship policy in conjunction with the governing board, giving due consideration to the college's statement of behaviour principles (appendix 1). The Director of College will also approve this policy.

The Director of College will ensure that the college environment encourages positive behaviour and that staff deal effectively with unsafe behaviour, and will monitor how staff implement this policy to ensure rewards are applied consistently.

### **5.3 Staff**

Staff are responsible for:

- Implementing the relationship policy consistently;
- Modelling positive and safe behaviour;
- Providing a personalised approach to the specific behavioural needs of particular students
- Recording behaviour incidents using Arbor;
- The leadership and pastoral team will use and analyse data to support staff in managing behaviour incidents. This may include producing an individual proactive support plans, observations, working directly with staff and students to support and liaising with parents/carers and other professionals

## **5.4 Parents**

Parents are expected to:

- Support their child in adhering to the student code of conduct;
- Inform the college of any changes in circumstances that may affect their child's behaviour;
- Discuss any behavioural concerns with the class teacher promptly.

## **6. Student code of conduct**

Students are expected to:

- Show respect to members of staff and each other;
- In class, make it possible for all students to learn;
- Move quietly around the college;
- Treat the college buildings and college property with respect;
- Wear the correct uniform at all times;
- Accept consequences when given;
- Refrain from behaving in a way that brings the college into disrepute, including when outside college.

## **7. Rewards and consequences**

### **7.1 List of rewards and consequences**

Positive behaviour will be rewarded with:

- Praise;
- Merits, letters, postcards, stickers or phone calls home to parents/carers;
- Pastoral Tea;
- Special responsibilities/privileges or trips/activities as agreed by leadership.

Creating Tomorrow College may use one or more of the following consequences in response to unsafe behaviour:

- A verbal reminder;
- Accompanying the student to leave the class;
- Time to reflect or to catch up on missed work;
- Referring the student to a member of the Leadership team for further support;
- Contact with parents/carers;
- Agreeing a behaviour contract/report;
- Restorative conversations/repair.

As a last resort the college may use an exclusion (see 7.4)

### **7.2 Zero tolerance approach to sexual harassment and sexual violence**

The college will ensure that all incidents of sexual harassment and/or violence are met with a suitable response, and never ignored.

Students are encouraged to report anything that makes them uncomfortable, no matter how 'small' they feel it might be.

The college's response will be:

- Proportionate
- Considered
- Supportive
- Decided on a case-by-case basis

Consequences for sexual harassment and violence will be determined on a case by case basis and will be proportionate and relevant to the incident.

The college has procedures in place to respond to any allegations or concerns regarding a student's safety or wellbeing. These include clear processes for:

- Responding to a report
- Carrying out risk assessments, where appropriate, to help determine whether to:
- Manage the incident internally
- Refer to early help
- Refer to children's or adult social care
- Report to the police

Please refer to our child protection and safeguarding policy for more information

### **7.3 Off-site behaviour**

Consequences may be applied where a student has misbehaved off-site when representing the college. This means misbehaviour when the student is:

- Taking part in any college-organised or college-related activity (e.g. College trips)
- Travelling to or from college
- Wearing college uniform
- In any other way identifiable as a student of our college

Consequences may also be applied where a student has misbehaved off-site at any time, whether or not the conditions above apply, if the misbehaviour:

- Could have repercussions for the orderly running of the college
- Poses a threat to another student or member of the public
- Could adversely affect the reputation of the college

Consequences will only be given out on college premises or elsewhere when the student is under the lawful control of the staff member (e.g. on a college-organised trip).

#### **7.4 Exclusions**

*(Please see exclusions policy)*

We expect all students to remain at college and will put in place supports for all students to do so, however there may be times when a student being at college is detrimental to their own safety, the safety of others and the learning of others.

The college may use an exclusion as a last resort to:

- Maintain safety
- Provide time away from college for the student to reflect upon their behaviour and prepare for a return to learning
- Provide time for the college to arrange appropriate support measures, e.g. timetable review, educational psychology support

#### **7.5 Allegations against members of staff**

Where a student makes an accusation against a member of staff and that accusation is shown to have been malicious, the Strategic Lead or Chief Executive Officer will follow up with the student in accordance with this policy.

Where a student makes an allegation of sexual violence or sexual harassment against another student and that allegation is shown to have been deliberately invented or malicious, the college will consequence the student in accordance with this policy.

In all cases where an allegation is determined to be unsubstantiated, unfounded, false or malicious, the college (in collaboration with the local authority designated officer, where relevant) will consider whether the student who made the allegation is in need of help, or the allegation may have been a cry for help. If so, a referral to children's or adult social care may be appropriate.

The Strategic Lead or Chief Executive Officer will also consider the pastoral needs of staff and students accused of misconduct.

Please refer to our child protection and safeguarding policy for more information on responding to allegations of abuse against staff or other students.

### **8. Managing behaviour**

#### **8.1 Classroom management**

Teaching and support staff are responsible for setting the tone and context for positive behaviour within the classroom.

They will:

- Create and maintain a stimulating environment that encourages students to be engaged;
- Plan and create a curriculum that supports and encourages students to engage;
- Display the student code of conduct / core values within the classroom;
- Promote and model a range of strategies to support students to show safe behaviours including Protective Behaviours, Core Values, Zones of Regulation and Restorative Approaches to resolving conflict as detailed in this policy;
- Develop a positive relationship with students and champion them which **will** include:
  - Greeting students in the morning/at the start of lessons;
  - Establishing clear routines & boundaries;
  - Highlighting, promoting and modelling safe behaviour;
  - Having a plan for dealing with low-level disruption;
  - Using positive reinforcement;
  - Building a relationship and getting to know each student and the support they need to be successful at Creating Tomorrow College.

## **8.2 Physical intervention**

In some circumstances, staff may physically intervene to prevent a student from:

- Unsafe behaviour such as causing harm to themselves or others;
- Damaging property.
- Causing serious disruption

Incidents of physical intervention must:

- Always be used as a last resort;
- Be applied using the minimum amount of force and for the minimum amount of time possible;
- Be used in a way that maintains the safety and dignity of all concerned;
- Never be used as a form of punishment;
- Be recorded and reported to parents.

At Creating Tomorrow College staff are trained to use the Team Teach approach of physical intervention. This focuses on de-escalation techniques and uses physical intervention as a last resort.

Staff must consider if the use of physical intervention is necessary, reasonable and proportionate. If a physical intervention has happened, the staff involved **MUST** complete the relevant section of the Arbor incident form and log the time, date and duration of intervention, type of physical intervention, witnesses and the rationale behind it.

Parents/Carers must be informed if a physical intervention has taken place with their child by the class team, phase leader or pastoral team as appropriate.

It is the responsibility of those involved in the physical intervention to ensure that parents/carers are informed and as part of their responsibility to themselves ask for debrief as required.

Debrief with the student will be with a member of the class team or pastoral team and will be recorded on Arbor which enables us to reflect and develop safe practice. In the event of serious instances the debrief may also be managed by a member of the leadership team. The rationale for this will be decided on a case by case basis.

### **8.3 Confiscation**

**Any prohibited items (listed below) found in a student's possession will be confiscated.** These items will not be returned to students.

- knives or weapons
- alcohol
- illegal drugs
- stolen items
- tobacco and cigarette papers
- fireworks
- pornographic images
- any article that the member of staff reasonably suspects has been, or is likely to be, used to commit an offence, or to cause personal injury to, or damage to the property of, any person (including the student).

We will also confiscate any item which we believe to be harmful or unsafe. These items will be returned to students after discussion with senior leaders and parents as appropriate.

Searching and screening students is conducted in line with the DfE's [latest guidance on searching, screening and confiscation](#).

### **8.4 Restricting liberties:**

At Creating Tomorrow College students will **never** be:

- locked in a room;
- left alone / unsupervised;
- deprived of food / drink;
- denied access to the toilet.

### **8.5 Student support**

The college recognises its legal duty under the Equality Act 2010 to prevent students

with a protected characteristic from being at a disadvantage. Consequently, our approach to challenging behaviour will be differentiated and personalised to cater to the needs of the student.

Creating Tomorrow College's staff team will work with students, staff, families and outside agencies to support a student who exhibits challenging behaviour to determine whether they have any underlying needs that are not currently being met. A range of proactive strategies will be put in place to support the student and will be regularly reviewed.

Where necessary, support and advice will also be sought from specialist practitioners, Educational & Clinical Psychologist, medical practitioners and/or others, to identify or support specific needs.

### **8.6 Underlying approaches to managing behaviour:**

At Creating Tomorrow College we have a range of approaches and strategies which support students to understand expectations, identify and label their own emotions and feelings and to reflect on their own behaviour choices as detailed below:

#### **Protective Behaviours:**

Protective Behaviours (PBs) provides a framework for personal safety, self-esteem, resilience and confidence building. It is an internal process where each person applies the ideas to their own unique experience. It encourages self-empowerment and brings with it the skills to avoid feeling unsafe. This is achieved by helping students to recognise and trust their intuitive feelings (Early Warning Signs) and to develop strategies for self-protection. The Protective Behaviours process encourages an adventurous approach to life which satisfies the need for fun and excitement without violence and fear.

There are two themes which are explicitly taught to all students and revisited on a regular basis.

***“We all have the right to feel safe all of the time”***

***“We can talk with someone about anything even if it feels awful or small”***

All students are supported to have a network of support which identifies adults in college and at home who they can talk with if they are feeling unsafe. Students produce this in the form of a 'helping hand' and these are displayed as a visual reminder.

Students are taught to recognise their own signs when they are beginning to feel unsafe and these are known as 'early warning signs'. Students identify physical feelings such as butterflies in their stomach, heart beating faster and clammy hands. This supports students to be able to self-regulate and this in turn increases their emotional literacy.

Protective behaviours uses the language of safety and refers to all behaviours as 'safe' or 'unsafe'. At Creating Tomorrow College we use this in all conversations to reinforce;

***“Feelings are just feelings”***  
***“Thoughts are just thoughts”***  
***“Behaviour is a choice”***

### **Zones of regulation: A framework to foster self-regulation and emotional control:**

At Creating Tomorrow College the Zones of regulation are introduced in in our primary phase and used throughout the student’s college journey. Students identify where they are on the Zones and learn to recognise their thoughts and feelings early on thus enabling them to use strategies to regulate themselves into a safe, ready to learn state.

The Zones is a systematic, cognitive behavioural approach used to teach self-regulation by categorizing all the different ways we feel and states of alertness we experience into four concrete coloured zones. The Zones framework provides strategies to teach students to become more aware of and independent in controlling their emotions and impulses, manage their sensory needs, and improve their ability to problem solve conflicts.

By addressing underlying deficits in emotional and sensory regulation, executive functioning, and social cognition, the framework is designed to help move students toward independent regulation. The Zones of Regulation incorporates Social Thinking, concepts and numerous visuals to teach students to identify their feelings/level of alertness, understand how their behaviour impacts those around them, and learn what tools they can use to manage their feelings and states.

### **The four Zones: our feelings and states determine our Zone**

The **Red Zone** is used to describe extremely heightened states of alertness and intense emotions. A person may be elated or experiencing anger, rage, explosive behaviour, devastation, or terror when in the Red Zone.

The **Yellow Zone** is also used to describe a heightened state of alertness and elevated emotions, however one has more control when they are in the Yellow Zone. A person may be experiencing stress, frustration, anxiety, excitement, silliness, the wiggles, or nervousness when in the Yellow Zone.

The **Green Zone** is used to describe a calm state of alertness. A person may be described as happy, focused, content, or ready to learn when in the Green Zone. This is the zone where optimal learning occurs.

The **Blue Zone** is used to describe low states of alertness and down feelings such as when one feels sad, tired, sick, or bored.

The Zones can be compared to traffic signs. When given a green light or in the Green Zone, one is “good to go”. A yellow sign means be aware or take caution, which applies to the Yellow Zone. A red light or stop sign means stop, and when one is in the Red Zone this often is the case. The Blue Zone can be compared to the rest area signs where one goes to rest or re-energise. All of the zones are natural to experience, but the framework focuses on teaching students how to recognize and manage their Zone based on the environment and its demands and the people around them. For example, when playing on the playground or in an active/competitive game, students are often experiencing a heightened internal state such as silliness or excitement and are in the Yellow Zone, but it may not need to be managed. However, if the environment is changed to the library where there are different expectations than the playground, students may still be in the Yellow Zone but have to manage it differently so their behaviour meets the expectations of the library setting.

### **A Restorative Approach:**

*Our job is to teach the STUDENTS  
we have, NOT those we would like  
to have,  
NOT those we used to  
have, But those we  
have right now  
ALL of them  
Dr. Kevin Maxwell*

At Creating Tomorrow College, we have high expectations of our students. We encourage all students to try their best to achieve their goals. They should be supported in understanding that it is the responsibility of staff and students to uphold and maintain our college values and ethos. For occasions when this is proving not to be the case, we use restorative approaches to help students understand the impact of their own behaviour on others and to support them to think about what they could do next time and to start to take responsibility for themselves.

We believe that by using a Restorative Approach we are giving students the skills to independently make better and more informed choices in the future. Restorative approaches encourage students to think about how their behaviour affects others, both students and staff. It helps them to develop respect and responsibility. If a student in our college has been negatively affected by someone's behaviour, we will try our very best to make sure they feel that it has been put right for them and that it will not happen again. If a student has shown unsafe behaviour they will be asked to put things right and change their behaviour so it does not happen again. The aim is for a Restorative Approach to allow ALL parties to have their say AND be listened to.

### **About Restorative Language:**

When our students find themselves in conflict or upset we will ask them:

***What happened?  
What were you thinking at the time?  
What were you feeling at the time?  
Who has been affected?  
What needs to happen to put it right?***

We might also say to our students:

***What would you do differently next time?  
How do you think you would you feel if this happened to you?***

***What support do you need from us to help you?***

Most situations can be dealt with by working through these questions. The aim is that the outcome is fair for everyone. If somebody is upset, we aim to make them feel better. If someone has done something wrong, we expect them to take responsibility for their actions and fix the situation.

**Restorative process:**

Restorative processes bring those harmed by conflict and those responsible for the harm, into communication, enabling everyone affected by a particular incident to play a part in repairing the harm and finding a positive way forward

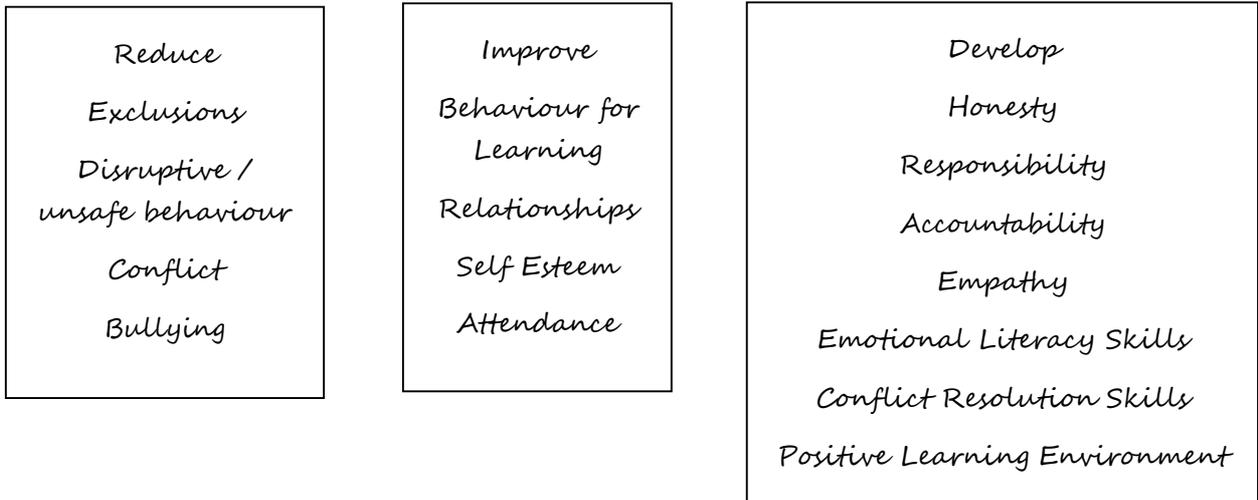
**Dialogue with students:** Having a reflective and restorative dialogue with students is a powerful way to communicate and repair the harm that has been caused.

**Debrief:** Students and Staff may need a period of time to debrief after an incident has happened. This may be in the form of some quiet time out or a conversation with another member of staff such as the leadership team.

**Arbour:** Notifications are sent to tutors and the leadership team. This allows staff to see any behaviours which have happened during the day and then a dialogue can be opened up between the class staff and student to unpick the behaviour and follow the restorative steps to put it right.

**Some students will need more support and this may involve other members of the college staffing team**

Colleges that use this approach have found that they have been able to:



**Equality for All**

We understand and respect that all of our students are different and provide a College experience that is accessible and appropriate for all our students. Through careful monitoring, should it present itself as necessary, we will seek the support and guidance of other professionals such as:

- Educational Psychologist;
- Counselling Psychologist;
- External support agencies as necessary.

**9. Students transition**

**To ensure a smooth transition to the next year, students will receive a transition package of support. In addition, staff members hold transition meetings.**

At Creating Tomorrow College, we would like students to have an extended transition period whereby they move up to their new classes and a transition timetable is planned. This allows students time to get to know their peers and staff teams as well as their new environment.

There will be opportunities built into this time to allow the key members of staff to visit students at their feeder schools/colleges and meet with parents prior to their formal start at Creating Tomorrow College.

**10. Training**

Our staff are provided with training on managing behaviour and de-escalation strategies and techniques as part of their induction process. The Trust uses Team Teach as an agreed strategy and this training is provided as necessary and updated on a regular basis and formally every two years, forming part of staff continuing professional development.

In addition to the above, training on attachment awareness, restorative approaches and managing specific learning needs are in place.

### **11. Monitoring arrangements**

This Relationship policy will be reviewed by the College Strategic Lead every year. At each review, the policy will be approved by the governing body.

### **12. Links with other policies**

This Relationship policy is linked to the following policies:

- Exclusion policy;
- Child Protection & Safeguarding policy.
- Exclusions Policy

## **APPENDIX 1: WRITTEN STATEMENT OF BEHAVIOUR PRINCIPLES**

- Every student understands they have the right to feel safe, valued and respected, and learn free from the disruption of others
- All students, staff and visitors are free from any form of discrimination
- Staff and volunteers set an excellent example to students at all times
- Rewards, consequences and reasonable force are used consistently by staff, in line with the relationship policy
- The Relationship policy is understood by students and staff
- The exclusions policy explains that exclusions will only be used as a last resort, and outlines the processes involved in permanent and fixed-term exclusions
- Students are helped to take responsibility for their actions through a restorative approach
- Families are involved in behaviour incidents to foster good relationships between the college and parents / carers
- The governing body also emphasises that violence or threatening behaviour will not be tolerated in any circumstances