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Behaviour principles written statement

St Chads Community Project is committed to ensuring high behavioural standards for all children and young people, and this statement sets out the broad values and principles with regard to behaviours that are expected and promoted. This statement has been approved by the Chief Executive Officer (CEO) and the Board of Trustees, believing it accurately reflects the organisation's ethos and that effective learning and development relies on good standards of behaviour.

Actual, practical applications of these principles are the responsibility of the CEO in collaboration with the Head of Children Services, who will view each case in light of these principles and any relevant policies.

Principles

The organisation's primary concern is the safety, wellbeing and education of all children; actions taken in cases of bad behaviour are with the intention of upholding their wellbeing, as well as fulfilling our safeguarding responsibilities.

The organisation will create a calm and orderly environment to enable children and young people to learn effectively.

The organisation prioritises inclusion, and will ensure that all members of the St Chads CP community are able to enjoy the activities of the organisation free from any discrimination. The organisation will create and maintain an atmosphere and ethos of acceptance, equality, diversity, respect, understanding and kindness throughout the St Chads CP community in everyday practice. The organisation aims to foster a collective ethos amongst all members of the St Chads CP community, and promote values of caring, empathy, teamwork and coordination.

The organisation endeavours to ensure that all children, young people, staff, volunteers and visitors feel safe in the environment at all times through a high quality of care, support and guidance.

All children and young people have a right to fulfil their greatest academic and personal potential and feel they are valued members of the St Chads CP community, and should be free from bullying, discrimination and distracting peer behaviour.

The organisation ensures that rules are consistently applied across the organisation and where sanctions are exercised, they are in line with the organisation's Behaviour Policy and



are taken seriously. Good behaviour at setting is acknowledged and rewarded at the discretion of all staff, who will judge appropriately.

The setting offers comprehensive support to children and young people displaying problematic behaviour, before and/or alongside disciplinary measures taking into account child or young persons' home circumstances and any SEND.

Any kind of violence, threatening behaviour or abuse between children or young people, or by members of the St Chads CP community towards the setting's staff, will not be tolerated. If a parent does not conduct themselves properly, the organisation reserves the right to ban them from the premises and, if the parent continues to cause disturbance, they may be liable to prosecution.

Guidance on the use of physical intervention will be agreed upon by the CEO, Head of Children Services and the Board of Trustees, and clearly set out within the organisation's Behaviour Policy and Physical Intervention Policy.

The organisation upholds clear and effective policies with clearly defined consequences for poor behaviour, that are applied consistently and fairly by all staff.

General expectations

The organisation has high expectation for children and young peoples' behaviour and conduct. These expectations are commonly understood and applied consistently and fairly. The organisation sets clear routines and expectations for the behaviour of children and young people across all aspects of St Chads CP life, not just in the childcare room.

The organisation makes behavioural expectations and the related policies clear and accessible to members of the St Chads CP community, and ensures the community agrees they are fair and reasonable. These will be made readily available to read and general expectations will be displayed in childcare rooms and around the setting. The organisation's emphasis is on encouraging and praising good behaviour and supporting individuals who are struggling to meet the expected behavioural standards. Each child or young person receives the necessary behavioural support according to their specific needs.

The organisation creates a positive and respectful culture in which staff know and care about children and young people.

The organisation does not tolerate offensive or insulting language in any circumstances, and expects polite and considerate behaviour to be maintained by all. Bullying, discrimination, sexual harassment, sexual abuse and sexual violence are not tolerated, online or offline. Children and young people are encouraged to report any case of bullying they experience or



observe to St Chads CP staff, and wherever such behaviour occurs it will be dealt with quickly, consistently and effectively.

The organisation supports children and young people to play a highly positive role in creating an environment in which commonalities are identified and celebrated, difference is valued and nurtured, and bullying, harassment and violence are never tolerated. All children and young people are taught to actively support the wellbeing of others.

All children and young people are expected to behave consistently well, demonstrating high levels of self-control and consistently positive attitudes.

Staff lead by example and model their conduct in line with the organisation's standards. This statement, and the policies that are influenced by it, applies to all children, young people and staff inside and outside of St Chads Community Project.