

Relationship Policy

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| Date last reviewed | March 2024 |
| Committee Responsible | SBS |
| Designated member of staff | Sharon Mercer |
| Date of next review: | March 2026 |

STATEMENT OF INTENT

At Grey Court School we believe that everyone should be treated fairly, whoever they are. Students and staff should come to the school and feel safe from bullying and discrimination so they can enjoy their time here; achieve their full potential and develop as healthy and well balanced individuals. We are a Restorative School and therefore we strive for it to be a place where there is a safe, caring and friendly environment, in which all students and staff respect each other equally regardless of age, sex, class, colour, nationality, religion, disability, sexual orientation or any other difference.

Our relationship policy sets out how everyone in the Grey Court community behaves with each other in order to create a safe, harmonious, positive environment for working, teaching and learning, and how to respond when things go wrong. Our relationship policy is something the students and staff have created together through the collegium and our restorative conferences, so that everyone feels heard and involved.

Our vision of a restorative school is one in which:

- Everyone understands and uses restorative approaches and staff and students use it to help resolve issues
- We understand that we are not perfect but we are patient and try our best to work together to resolve problems
- Members of the community respect and care about each other and recognise that we are a non-violent, anti-bullying school
- We ensure that everyone will be listened to and issues will be dealt with fairly
- We are a positive community and are optimistic that relationships can be repaired
- We learn from our mistakes and change our future behaviour

- We trust one another to be honest and show compassion
- We are a school where everyone is equal and people can feel safe

To achieve this we will:

- Will ensure all staff are trained in restorative approaches
- Ensure everyone has a clear understanding of what we mean by restorative approaches within tutor time, assemblies and PDW.
- Encourage everyone - staff, students and parents – to work together to resolve any issues and create a community with which we can all identify and to which we can all belong.
- Will make sure that lessons will always show what we expect from students in terms of how they should behave and respect one another in their school.
- Will make sure that everywhere students go will be properly supervised by staff, and any problems will always be followed up.
- Will make sure that anybody who feels they are being bullied will be offered help and support
- Will provide help and guidance to students who need support to change their behaviour.

What we need from each other to achieve and give of our best:

- A positive attitude to learning and being part of our community
- Mutual respect and politeness between all staff and students.
- A common sense of purpose, gratitude and respect for the environment
- Moral support and encouragement to each other to be the best that we can
- Good and appropriate behaviour inside and outside of the classroom
- Sensitivity to the needs of others so that teachers are allowed to teach and students are allowed to learn without distraction
- Tolerance, patience and cooperation to resolve situations when things go wrong
- Empathy, so that we can be open to the views of others, their circumstances and feelings
- Trust that people will be fair and not judge you
- Value kindness so that people feel they can approach others
- Compassion and a listening ear when people need support

When things go wrong, mistakes are made or people are affected by others' behaviour, we recognise that we need to:

- Be consistent in the way that we deal with situations and use restorative approaches
- Be positive about finding a way forward and not give up
- Support those in the situation by listening properly to both sides without judgement
- Be honest and open and let people's feelings be heard
- Look after and comfort those who may have been harmed
- Help people to understand their mistakes and the possible harm caused, instead of just punishing them
- Be tolerant and show kindness to people, their situation or the mistake they have made
- Do not be a bystander – speak up for what is right
- Give people the chance to reflect, redeem themselves and do the right thing
- Be prepared to find a resolution through consideration and communication
- Apologise and try to forgive
- Be patient, it may take time to resolve some problems
- Respect that both parties must want to take part in the process

We aim to support each other, students, teachers and all staff by:

- Students and staff working together in a mutually respectful way to create a positive learning environment where staff and students feel safe and valued.
- Being ambitious and working together positively to inspire each other to be the best we can
- Being inclusive and showing consideration of each other's differences and needs
- Taking the time to talk to and listen to other people's feelings and experiences
- Encouraging friendliness
- Respect the need for privacy and not spread gossip or rumours about others
- Helping people to learn from their mistakes
- Taking a pride in other people's achievements and inspiring confidence
- Listening to each other and giving everyone a voice to discuss any changes needed for future progress
- Cooperating and behaving correctly and following the fair rules that have been agreed
- Walking around school in a respectful manner including corridors, the playground and dining hall
- Encouraging good citizenship by ensuring students know who the student Prefects and Mentors are who they can talk to for support

Linked Policies

- Behaviour Policy
- Anti-bullying Policy
- Equalities Policy

