

Forres Sandle Manor (Non-Academic) Policy

Policy Title	Relationships
Policy Lead (Appointment (& Initials))	Deputy Head (JC)
Date of Last Review	September 2019
Date of Next Review	September 2020

RELATIONSHIPS: A WHOLE SCHOOL APPROACH TO POSITIVE RELATIONSHIPS

Forres Sandle Manor has three fundamental beliefs:

- First that we all work better when we are happy.
- Secondly, that consideration for others – treating others as we would wish to be treated ourselves – is essential.
- Thirdly, that children need time and space, respect and encouragement within a warm and secure environment.

Relaxed, harmonious and productive relationships between children, between adults and between children and adults are essential if these beliefs are to be fostered successfully.

Generally:

- Aggressive or unkind behaviour is unacceptable at all times.
- Violence is unacceptable whatever the provocation and is likely to lead to serious disciplinary action.
- All members of the community have a responsibility for the happiness and wellbeing of all other members of the community.
- Older children should have an awareness of, and responsibility for, younger children.
- FSM is a listening school. Whenever a child is unhappy, all children and adults are expected to listen, advise and take action as and where appropriate. To view taking action as ‘sneaking’ is outdated and unacceptable.
- It is understood that name-calling can be a characteristic of bullying behaviour, although it can also be a sign of affection. Whenever there is any doubt, name-calling is discouraged.
- All disagreements, whether between children or adults, and whether in private or in public, should be handled with courtesy. Discussions should be positive and neither aggressive nor confrontational. In this way, children will learn how to handle disagreements positively.
- FSM adults understand that different expectations will apply to children of different ages, abilities and temperaments. What may be understandable (if unacceptable)

behaviour in a 6 year old may be of much greater concern in an 11 year old. Similarly, responses to a disciplinary problem will often be directly determined by a child's age.

- FSM adults understand that many FSM children will enter puberty and adolescence prior to leaving the school. Children at such ages require sensitive and understanding support and clear but flexible guidelines.
- FSM children are expected to be polite and courteous at all times towards all adults, whether staff, parents or visitors. The same is expected in reverse, even in the midst of a tense, disciplinary situation. Thus, whilst children are expected to hold doors for adults, adults may do the same for children.
- FSM accepts that the needs of boys and girls differ, especially as they grow older. We accept that relationships between senior boys and girls may develop. The guidelines in such cases are clear and without moral bias: physical contact is not permitted.
- All members of the FSM community believe that bullying is unacceptable in all shapes and forms and at all times. The Anti-Bullying Policy should be read in conjunction with this policy.