

TOYNBEE SCHOOL

A Culture of Respect & Belonging

Guiding Principles for Staff



STAFF AT TOYNBEE WILL:

- 1** Believe it is everyone's responsibility to guide and support our pupils in developing their skillset for positive behaviour
- 2** Build positive relationships deliberately with all pupils, praising where pupils have been successful, and using the principles of restorative practice to work with pupils to solve problems that may arise
- 3** Create predictability by consistently following the school's routines and expectations, using direct teaching, modelling and reinforcement to support our pupils
- 4** Approach pupils' behaviour with compassion and professional curiosity, recognising that- for some pupils- we will need to adapt our approach to carefully navigate their needs, habits and learned responses
- 5** Be calm and constructive when communicating with pupils, will listen to their perspective, and will model how to defuse conflict and work with one another to seek solutions
- 6** Work collaboratively with parents, keeping them informed of any actions taken and how they can support
- 7** Support each other in navigating the complexities of pupil behaviour and the emotional impact that this can have

RESPECT

Giving everyone the opportunity to succeed