



# WETHERBY HIGH SCHOOL

## Relationships and Inclusion Policy

**This policy applies to staff, students, parents**

Responsible SLT member	-	G King
Delegated policy updater	-	G King
Responsible governor sub-committee	-	Quality of Education and Inclusion Committee
Specific governor advisor	-	P Sibbons

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### **The ethos and values of our school**

Wetherby High School is committed to providing an inclusion environment where all members of the school community are valued equally. We believe it is our responsibility to provide a school environment in which all children feel they belong, feel connected to the community and can therefore thrive personally and academically. We do this by adopting a relationship based, restorative whole school approach that is based on knowing our children well.

Our school values underpin all our policies:

- Know our children well
- Partners in learning
- Character for achievement
- Enjoy and aspire

This policy outlines the high expectations we have of the students. It is intended to support the aims of the school and promote a culture where students can realise their true potential.

### **The school's moral code**

Our moral code is based on the principle that we value every member of the school community. As a result, we insist on a constructive partnership between staff and students and between students, in which all can expect courtesy and respect. We prioritise the building, maintaining and repairing of relationships through Coaching, the House System, Relentless Routines and the Flexible Learning Programme.

### **Expectations**

We have the highest expectations of the children and work 'with' them so that make the right choices because it is the right thing to do for themselves those around them and the wider school community.

### **Caring for people**

We expect all students to respect the feelings of others and to treat everyone as they would like to be treated. This not only includes other students and teaching staff but **all** staff within the school, visitors, parents and carers.

We expect that students:

- be respectful to one another, speak calmly and courteously;
  - Any form of bullying, to include derogatory remarks or harassment which involves persistent actions which humiliate, intimidate, frighten or demean someone, are not acceptable. This includes online activity.
- do the simple things right – all of the time;
  - arrive to school and to lessons on time
  - wear the school uniform with pride
  - bring the correct equipment for learning

- speak to their coach in the first instance if they have any concerns;
- work restoratively to avoid conflict and respect the rights of others to be different;
- listen to the views of others (as long as they are not of a prejudiced nature) and accept their right to hold those views
- follow all school procedures including
  - move around the school in an orderly manner;
  - remain on the school site at break and lunchtime in Years 7 – 11.

We expect that staff will:

- be great role models for students and peers;
- be responsible for ensuring a prompt start to lessons and be ready to deliver interesting, stimulating lessons designed to engage students' interest;
- support the school policy on Equality and Diversity and encourage students to show respect for members of the community and the environment;
- work to develop positive relationships with students by modelling calm behaviour;
- speak politely and calmly and respect everyone's personal space;
- treat all members of the community equally, fairly and consistently, meeting their individual needs.

We expect that parents and carers will:

- work with the school to help pupils make wise and informed decisions that impact their attendance, achievement and well-being;
- work with the school to ensure their child follows school expectations and procedures; see 'caring for people' and 'caring for the building and environment' and 'caring for property'
- encourage their child to show respect for members of the community and the environment;
- support the school in modelling polite, calm and orderly behaviour;
- work in partnership with school staff to ensure that their child is able to achieve to the best of their ability
- be good role models for other members of the community;
- support the school policy on Equality and Diversity and encourage students to show respect for members of the community and the environment;
- ensure students wear the agreed school uniform and bring correct equipment;

### **Caring for the building and environment**

We expect that all students will:

- respect the school building and property;
- use the bins provided for litter;
- not deliberately damage any school property;
- not misuse furniture.

Particular care should be taken to avoid damaging glass in windows and doors. Ball games should be played at a safe distance from the school buildings.

Students will be expected to contribute to the cost of any deliberate damage which occurs to school buildings or equipment.

### **Caring for property**

We expect students:

- to respect other people's work and property, including school equipment provided on loan to support online learning
- to take pride in displays of work that are put up around the school.

Students are asked to avoid bringing valuables into school. Money should not be left in students' bags. In PE lessons (and sometimes in other lessons) students are asked to hand in all valuables to a member of staff and to claim them at the end of the lesson.

The school takes no responsibility for any mobile phones which are brought into school. Students can use mobile phones during social times out of lessons but they should use them safely – the camera function of their phone must not be used in school. Students must not use their mobile phones during lessons or in the corridors during change of lessons.

### **Harmful Sexual Behaviour**

Wetherby High School are pro-active in minimising the risk of harmful sexual behaviour through our RSE and PSHE curriculum, but in order to safeguard children, staff take the approach that 'it could happen here'.

All concerns around peer on peer /child on child abuse will be taken seriously, reported, investigated, recorded and managed in line with the child protection procedures outlined in the schools Safeguarding and Child Protection Policy. Appropriate actions, including consequences, will be carried out.

### **The recognition and reward system**

Timely and specific recognition for demonstrating our school value of Character for Achievement is given in lessons and outside of lessons. Strong relationships between staff and students and between students needs recognition is more meaningful.

Students can be recognised and rewarded in a number of ways:

- verbal praise;
- 'Shout-out's by staff and students on WHTV;
- student recognition in the chronicle;
- issuing House points;
- written praise or comments in their exercise books;
- teachers completing praise slips for individuals or for the class;
- achievements recognised in assemblies;
- pop-up reward events;
- letters/postcards home to parents.

### **Actions if students are not meeting expectations**

Each circumstance is treated individually. Staff are trained to make professional judgements on the course of action based on the severity of the incident. There a wide range of consequences available to staff to support the child in taking responsibility for their actions, repairing any harm caused or repairing relationships.

### **Exclusion**

In some cases, the school may exclude a student for a fixed term if their conduct is deemed to warrant this sanction.

As the re-integration of an excluded student is an important process it is expected that parents will attend the re-integration meeting to discuss the support strategies which will be put in place with the Year Manager.