

Our principles are:

- Behaviour is a form of communication. As adults it is our job to establish the function of behaviour, maintain curiosity, reflect regularly and plan effectively.
- It is expected that all adults – staff, volunteers and governors will always set excellent examples of behaviour to everyone and directly role model the behaviour we expect to our pupils.
- Fairfields School expect our adults to use the principles of PACE when at work. This means responding to each pupil with Playfulness, Acceptance, Curiosity and Empathy.
- Positive nurturing relationships with our pupils, and between staff, are essential to promote regulation and all adults should seek to do this through PACE-ful approach and appropriate role modelling.
- Every pupil has the right to learn. Sometimes pupils behaviour will disrupt others in their learning. This will be managed by staff to ensure the impact is minimal.
- Everyone has the right to be listened to, to be valued, to feel safe and to be safe. Everyone must be protected from disruption and abuse.
- This is an inclusive school; all members of the school community should be free from discrimination, harassment, victimisation and any conduct that is prohibited by or under the Equality Act 2010.
- We seek to give every pupil a sense of personal responsibility for his/her own actions through developmentally appropriate and meaningful consequences managed through planned responses.
- Fairfields Behaviour Policy ensures that there are measures to encourage positive behaviour, self-discipline and respect, and to prevent all forms of bullying amongst pupils. There is also a clear policy that provides guidance on appropriate strategies to manage pupils' behaviour. Where there are significant concerns over a pupil's behaviour, Fairfields will work with parents/carers to strive for common strategies between home, school and any other invested parties.
- Fairfields will seek advice and support from appropriate outside agencies where concerns arise over a pupil's behaviour.
- Fairfields Behaviour Policy states that 'The ethos of Fairfields School is one of non-exclusion as we do not believe this sanction brings any benefits to the child'.
- Fairfields Behaviour Policy and Code of Conduct makes it clear that physical and verbal aggression are totally unacceptable. Everyone (staff and pupils) has the right to feel safe and secure. All abusive behaviour (physical, verbal and on-line) will be dealt with bearing this in mind.

- Fairfield's will fulfil its legal duties under the Equality Act 2010 in respect of safeguarding including potential radicalisation and extremism concerns, pupils with special educational needs and all vulnerable pupils.
- Fairfield's will keep abreast of current issues and initiatives with regard to the Health and Safety at Work Act 1974 and related regulations.
- Alongside our Behaviour Policy we have created our 'Relational Guidance' document to support staff in questioning, investigating and problem-solving strategies to create robust relational bonds with our pupils. It is a trauma informed approach asking our staff not to consider 'what is wrong?' but 'why?' are we seeing these behaviours to most effectively support our pupils.

This written statement of behaviour principles is written in line with our Behaviour Policy. It is reviewed and approved by the Full Governing Body annually.