



Civility Policy

School Mission Statement Federation of The Downs and Northbourne CEP Schools

Our mission is to create a school in which every member feels valued, irrespective of their race, gender or disability and where the development of the whole child is paramount.

We expect high standards from all, and try to provide the maximum opportunities for every member to fulfil their individual potential. Our Christian ethos encompasses tolerance and cultural diversity which will enable us to embrace the challenges of our world.

We strive to make our learning and working environment a safe, but vibrant and stimulating place from which children can begin their journey of lifelong learning.

Last Review Date:	Next Review Date:			
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Created: November 2013

Approved by the Governing Body:

Review: Winter 2015

1. Rationale

This Policy has been written to inform the way in which all members of the school community (staff, parents, carers, governors, visitors and children) behave with civility and courtesy towards one another. This is especially relevant when dealing with times of disagreement.

2. The Federation's Commitment

It is the commitment of all those working at The Downs and Northbourne CEP School's to ensure this is a place free from negative, aggressive and inappropriate behaviour. We aim to provide a high quality of education in an atmosphere of respect, collaboration, openness, safety and equality. All employees and members of the school community have the rights to be treated with dignity and respect.

Any incident of negative and inappropriate behaviour will be taken seriously and followed through to a resolution.

3. Acceptable and Healthy Behaviours defined

Acceptable and healthy behaviours include, but are not limited to:

- Using respectful language in all interactions.
- Approaching conflict with maturity and a true desire for resolution, rather than as a fight or opportunity to belittle.
- Discussing any issues in a polite and non-confrontational manner.
- Giving non-personal feedback in the correct forum.

4. Inappropriate and Unacceptable Behaviours Defined

These behaviours are defined as negative and even aggressive acts aimed at one or more individuals, and causing them to feel hurt, embarrassed, incompetent, disrespected, anxious, humiliated or depressed,. Examples include, but are not limited to:

- Excessive yelling, repeated outbursts, berating others.
- Talking down to others or using degrading remarks.
- Criticising others in front of a group.
- Social exclusion or ostracism, ignoring others, silent treatment.
- Bullying, gossiping or spreading rumours.
- Making threats; using intimidating tactics.
- Any malicious behaviour.
- Cyber bullying – misuse of texting, emails, social network sites to hurt others.

5. Working in Partnership

At our Federation we are reassured that the vast majority of members of our school community uphold excellent standards of behaviour. This provides a positive model for all our children. We are fully committed to resolving any areas of conflict that arise but we will not tolerate unacceptable behaviour from any member of the school community.

