



Civility Policy

School Mission Statement

"...if you have faith as small as a mustard seed...nothing will be impossible."
(Matthew: 17 v20)

VISION STATEMENT:

Our vision is to put *God* and *Family* at the heart of all we do. As a *nurturing* community, we use the parable of The Mustard Seed *"...if you have faith as small as a mustard seed...nothing will be impossible."* (Matthew: 17 v20) This guides the way we value and treat all members of our school community. Through our pastoral care and our rich curriculum experiences we provide a safe and dynamic learning environment in which all can flourish.

To grow in: Faith, Love, Compassion, Kindness, Respect & Forgiveness

Our six Christian Values are at the heart of our vision. Every day we aspire to grow in **Faith, Love, Compassion, Kindness, Respect and Forgiveness**, so that our school family may experience the joy and hope of *"life in all its fullness"* (John: 10 v10)

Review every 4 years	
Reviewed: September 2018	Next review: September 2022

Civility Policy 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.

The Federation's Commitment

It is the commitment of all those working at Northbourne CEP School 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.

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.

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.

Children's behaviour will be dealt with in line with the Northbourne Behaviour for Learning Policy.

These sorts of behaviours are well recognised as having damaging consequences for their recipients, the observers of the behaviour, and the organisation as a whole and ***are therefore not tolerated***.

Breaches of the Civility Policy will be noted and these will be kept on file in the school

A reminder will be given of appropriate and acceptable behaviour either verbally at the time or in writing after the event

Continuous breaches of the Civility Policy may lead to exclusion from the school site

Working in Partnership

At Northbourne 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.