

Juniper Hill School



Governors' Written Statement of Behaviour Principles

Kindness Enjoyment Achievement

This policy was written in November 2024

Review Date November 2027

Rationale and Purpose

Under the Education and Inspection Act, 2006, the governing body is charged with the duty to set the framework of the school's policy by providing a written statement of general principles relating to behaviour and discipline, taking into account the needs of all pupils.

The purpose of this statement is to give guidance to the Headteacher in drawing up the behaviour and discipline policy by stating the principles which governors expect to be followed. The policy aims to underpin the governors' duty of care to pupils and employees; promote teaching and learning; high standards of progress and attainment and preserve the reputation of the school.

The statement is available upon request from the school and can be found on the school's website.

This statement will be reviewed on a three-yearly basis, unless changes at national or local level necessitate an exceptional review.

This statement is informed by Juniper's Vision, Mission, Values and Aims.



JUNIPER HILL SCHOOL
Kindness Enjoyment Achievement

OUR VISION

Our vision is to empower our community to have the courage to make a difference in the world.

OUR MISSION

To create a community that is open to new possibilities and works together to enable everyone to fulfil their goals.

OUR AIMS

To be a supportive, kind community that looks after each other.

To create an exciting, interesting school, that is full of opportunities.

To support everyone in the Juniper Community to achieve their best.

OUR VALUES

Respect

Community

Curiosity

Courage

Creativity

Independence

Principles

1. The Governing Body of Juniper Hill School believes that all members of our school community should be able to learn and achieve their best in a safe, supportive, nurturing environment. We know the power of the positive relationships the Juniper Hill School Team build and nurture with the children is at the heart of a successful school. As a Governing Body, we believe in working in a relational way; we expect the Juniper Team to show the Juniper Children unconditional positive regard and to invest in building positive, kind, caring, nurturing relationships. The school has a SEMH Unit, the Nest for children who have experienced disrupted childhoods. Working in a relational way not only supports our children in the Nest but supports all of our children. Our curriculum teaches the children to celebrate cultural diversity and respect others. The school aims of being a supportive, kind community that looks after each other and supporting everyone achieve their best, drives our belief in creating a kind, inclusive, school. All members of our Juniper community and visitors to the school should feel safe and welcomed.
2. The Governing Body expects the Juniper Team and Governors to be respectful, to listen to each other, and to remain calm and regulated. The Governing Body encourages self-reflection, this enables us to pause and reflect on ourselves, each other and those in our care.
3. The Governing Body expects the school to have high expectations of everyone and actively promote equality, to work hard to eliminate all forms of discrimination, harassment and bullying. The Governors expect Juniper to have a clear and comprehensive Anti-Bullying Policy that is known and understood by all.
4. The school's legal duties under the Equality Act, 2010 in respect of safeguarding pupils with Special Needs and all vulnerable pupils should be set out in the Behaviour Policy and Equalities, Diversity and Inclusion Policy and made known to all staff. Parents / Carers should be encouraged and helped to support their children's education, just as the pupils should be helped to understand their responsibilities during their time within school, in the local community and in preparation for their life after leaving the school.
5. The responsibilities of pupils, parents / carers and school staff with respect to pupils behaviour must be outlined in the 'Home School Agreement' which pupils and parents / carers must be asked to sign when a pupil joins the school and periodically throughout their time at Juniper Hill School.
6. The school rules should be clearly stated in the Behaviour Policy. These should set out expected standards of behaviour, should be displayed in all classrooms and other, relevant parts of the school and shared with and explained to all pupils. The Governing Body expects the rules to be consistently applied by all staff and regularly monitored for their effectiveness.

7. All members of the Juniper Hill School community will uphold high standards of respectful, responsible online behaviour. This includes digital interactions both within and beyond the school environment. The relevant school policies should outline expectations around appropriate online conduct and consequences for unacceptable online behaviour, such as cyberbullying or inappropriate use of digital devices, to ensure a safe and supportive digital learning space.
8. Natural consequences for unacceptable / poor behaviour should be known and understood by all staff and pupils. We expect the Juniper Team to consider the context, the state of all of those involved, their developmental capacity and their intentions and motives when considering a fair consequence to apply. The Governing Body knows the importance of 'connection before correction' and the significance of relational repair and expects the Juniper Team to apply these principles when working with the children. The Governing Body strongly feels that exclusions, particularly those that are permanent, must be used only as a very last resort. 'Unofficial' exclusions are illegal and so must be avoided.
9. The appropriate consequences, discussed with the Leadership Team and Chair of Governors, will be issued to any pupil who is found to have made malicious accusations against School staff. The Governing Body expects the Headteacher to draw on the advice in Dealing with Allegations of Abuse against Teachers and other staff guidance document when setting out the pastoral support that School staff should expect to receive if they are accused of misusing their powers. Staff so accused should not be automatically suspended pending an investigation.
10. The Governing Body emphasises that violence or threatening behaviour will not be tolerated in any circumstances.
11. The Governors value the role of the Juniper Families, and will expect the school to involve the families in supporting their child's positive behaviour in school in a variety of ways. Building positive relationships with the Juniper families is important to the Governing Body, this helps to foster good relationships between the school and pupils' home life, and helps to support the Leadership Team work with parents / carers to manage behaviour incidents.
12. The Governing Body expects the Headteacher to include the following in some detail in the Behaviour Policy:
 - a. How the school deals with children bringing in prohibited items. The Governing Body's definition of prohibited items are any items that are potentially harmful to any member of the school community.
 - b. The power to use reasonable force or make other physical contact. The Governors expect the school to have a comprehensive 'Use of Reasonable

Force Policy' that is shared with all staff. This is referred to as the 'Positive Handling Policy' at Juniper Hill School.

- c. How the school will discipline beyond the school gates, e.g. all non-criminal bad behaviour and bullying that occurs anywhere off the School premises.

This Statement of Principles will be reviewed every 3 years or sooner if necessary.