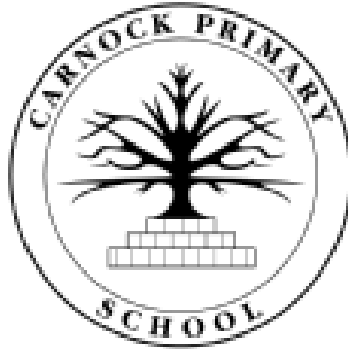


Carnock Primary



Relationships, Care and Welfare Policy

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| Reviewed | May 2015 | April 2016 | October 2018 | March 2021 | September 2023 | | | |
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Relationships; Care and Welfare

Introduction

At Carnock Primary we continually strive to build healthy, positive relationships through the development of restorative approaches in school and also through working closely with the community.

Rationale

Restorative approaches are about building healthy relationships based on our school values of friendship, fairness, honesty, respect and responsibility through taking a problem-solving approach to repairing harm/hurt rather than more punitive measures.

Aims for our young people and staff

- develop healthy relationships which have a positive regard for self and others both within and out with school
- recognise their contribution to the creation of a caring and welcoming environment
- develop life skills to enable them to be successful learners who participate confidently, effectively and safely in society
- identify, discuss and reflect both personal and society's values and rules and increase their awareness of how these affect one's thoughts and actions
- take increasing responsibility for their own actions and decisions

How do we achieve these aims?

- All staff are fully committed and lead by example.
- Expectation is that staff, parents/carers and pupils act towards each other in a helpful and non-judgemental way.
- Everybody works together to understand the impact/consequence of actions on others and self.
- Fair and consistent systems and processes are in place to deal with harm/challenging behaviour, allowing everyone to learn from any harm or hurt that may have been caused.
- Every member of staff takes responsibility for building relationships and care and welfare of all pupils, families and staff. Care and Welfare issues are recorded and reported to the Senior Leadership Team (SLT).
- Problem solving approaches are encouraged in order to find solutions.
- Responses to difficult behaviour are designed so as there can be positive outcomes for everyone – win, win situations.
- Kitbag sessions and nurture groups are ongoing as and when required. They help build positive relationships and allow children time to talk and restore any issues.
- Our Health and Wellbeing Programme underpins all of our work at Carnock Primary. Conflict resolution is taught explicitly. Peer working and support are actively promoted at Carnock.
- The wellbeing indicators (SHANAARI) underpin all aspects of our work and are taught explicitly to the children.
- Staff use various resources and approaches to meet the needs of our young people. e.g. Our Minds Matter – 5 Ways to Wellbeing; The Compassionate and Connected Classroom resource from Education Scotland.
- We are proactive in promoting anti-bullying in the school and wider community. Incidents are dealt with effectively using restorative scripts. Every known incident is dealt with thoroughly and logged appropriately within SEEMiS. This is exemplified within our Anti-Bullying policy.

Responsibility of staff

When pupils make the wrong choices, teachers/support staff in conjunction with pupils will use restorative questions to arrive at a solution.

- What happened?
- What were you thinking at the time?
- Who has been affected?
- How did this make people feel?
- What are you thinking now?
- What should we do to put things right?

Care and Welfare

An important and integral aspect of the curriculum is the promotion of, and education for, citizenship, social justice and equal opportunities for all. Our aim is to ensure that no pupil or adult is discriminated against whether intentionally or unintentionally with regard to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion, gender or sexual orientation.

Care and Welfare concerns should be passed to a member of the school leadership team as soon as is practicable.

If there is child protection issue, then this should be relayed to the Child Protection Coordinator or Depute Child Protection Coordinator without delay.

Child Protection

Co-ordinator - Sarah Ewart

Depute Coordinator – Lorna Bernard