



***Faith, Friendship, Honesty, Respect***

## **Culture and Ethos Policy: “Good Things Happen Here”**

At St Andrew’s Primary & Nursery Class, our guiding ethos **“Good Things Happen Here”**—reflects our commitment to creating a nurturing, inclusive, and aspirational environment for every child, family, and member of staff.

This policy sets out the expectations, systems, and shared responsibilities that ensure our ethos is not simply a statement, but a lived reality embedded in daily practice.

It guides staff in shaping a culture where children flourish academically, socially, spiritually, and emotionally, and where community, compassion, and excellence are at the heart of our work.

### **Our Vision**

*“Good Things Happen Here”* means that St Andrew’s is a place where:

- Every child feels valued, safe, respected, and included.
- Staff are empowered, supported, and trusted to deliver high-quality practice.
- Families experience genuine partnership and belonging.
- Learning is joyful, meaningful, and purposeful.
- Kindness and dignity shape every interaction.

### **Creating a Welcoming and Inclusive Environment**

All staff have responsibility for fostering a warm, positive, and inclusive climate from the moment children and families enter our school or nursery. This includes:

- Greeting pupils by name and modelling warmth, respect, and attentiveness.
- Ensuring classrooms and shared spaces are calm, inviting, accessible, and reflective of our community.
- Celebrating diversity and ensuring all identities, cultures, and family backgrounds are valued.
- Using positive language that affirms, encourages, and builds confidence.

Staff are expected to nurture a sense of belonging and safety each day. When children feel secure and seen, good things can grow.

### **Relationships at the Heart of Our Practice**

Strong relationships are central to our ethos. Staff are expected to:

- Prioritise connection before correction.
- Listen actively to pupils, colleagues, and families.
- Build trust through consistency, empathy, and fairness.
- Respond to behaviour with understanding, restorative approaches, and high expectations.
- Engage in supportive, professional communication with colleagues, contributing to a culture of openness and collaboration.

Positive relationships underpin positive outcomes. We therefore treat relationships not as an add-on, but as essential to children’s development and wellbeing.





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### **High-Quality Learning and Teaching**

“Good Things Happen Here” is also demonstrated through the quality of learning we provide. Staff will:

- Deliver engaging, inclusive, and child-centred learning experiences.
- Use play, enquiry, and active pedagogies to promote curiosity and independence.
- Set high expectations for every learner, supporting challenge, progression, and attainment.
- Use assessment for learning strategies to provide meaningful feedback and empower children to understand and guide their own progress.
- Celebrate effort, creativity, and resilience—not just outcomes.

We ensure that learning brings joy, purpose, and achievement, so that every child grows in confidence and capability.

### **Supporting Wellbeing**

Our school and nursery are committed to nurturing the wellbeing of all children and staff. We achieve this through:

- Using the SHANARRI indicators to support holistic wellbeing.
- Providing early intervention, targeted support, and compassionate pastoral care.
- Maintaining inclusive, supportive approaches to ASN and child protection.
- Ensuring predictable routines, clear expectations, and emotionally safe spaces.
- Encouraging staff wellbeing through collegiality, support, and professional trust.

We believe that when wellbeing is prioritised, learning thrives.

### **Celebrating Success and Positive Contributions**

To reinforce our ethos, we intentionally recognise and celebrate the good that happens across the school community. This includes:

- Sharing successes—big and small—through assemblies, displays, newsletters, and digital platforms.
- Encouraging pupil leadership, voice, and responsibility.
- Highlighting kindness, improvement, perseverance, and personal achievements.
- Celebrating the richness of our faith community and the values we live by.

Celebration strengthens identity, motivation, and collective pride.

### **Partnerships with Families and Community**

“Good Things Happen Here” extends beyond the classroom walls. Staff are expected to:

- Build strong, respectful relationships with families.
- Communicate clearly, warmly, and regularly.
- Welcome parents as partners in learning.
- Work collaboratively with parish, community groups, and local agencies.



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- Create shared experiences—curriculum events, liturgical celebrations, community projects—that connect home, school, and parish life.

The success of our children is best supported when we work together.

### **Professional Conduct and Modelling**

Every member of staff contributes to our culture through their modelling. Staff must:

- Demonstrate professionalism, integrity, and care at all times.
- Uphold school values, policies, and expectations consistently.
- Engage in reflective practice and ongoing professional learning.
- Speak positively about our children, colleagues, and community.

By modelling the behaviours, we want pupils to see, we create the culture we want them to experience.

### **Monitoring and Reviewing the Ethos**

The lived experience of “Good Things Happen Here” will be monitored through:

- Pupil voice and wellbeing surveys.
- Family feedback.
- Learning visits and environment audits.
- Staff reflection and professional dialogue.

Findings will inform ongoing improvement planning to ensure our ethos continues to grow.

This policy affirms our shared belief that in St Andrew’s, **good things happen because we intentionally create the conditions for them to happen**. Through relationships, high-quality practice, compassion, partnerships, and celebration, we build a community where every child and adult can flourish.

