



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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**We are a
Reading
School**

**WE PROMISE
IMPACTING THE
CHILDREN AWARD**

**CHURCH OF
SCOTLAND
PILGRIMS OF HOPE**



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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.

