



St Ann's School Ethos Policy Statement

At St. Ann's as a Unicef Gold Rights Respecting School we aspire to uphold all articles of the United Nations Convention on the Rights of the Child. We have high expectations of all school students, staff, governors, the multi-professional team, students on placement, volunteers and visitors. We expect all adults to act in a professional manner towards students and their families, to colleagues and visitors and to represent the school in a positive way. Amongst the qualities of professionalism we promote are:

We put the interests of the students first by:

- Providing high quality teaching and learning, empowering all students to enjoy and achieve
- Celebrating student achievement in a way that is relevant to the individual and to other students
- Ensuring students are supported to become confident learners, with high self-esteem and able to enjoy all aspects of school life
- Consistently using approaches that are relevant and acceptable to all students and their families including the use of Positive Behaviour Management Plans and when necessary the appropriate use of Team Teach
- Making school a safe, welcoming, inspirational learning environment
- Ensuring students' dignity and privacy is acknowledged and respected
- Consistently using positive language and other means of positive communication that are meaningful and carefully matched to the cognitive ability of individual students.
- Consistently using augmentative modes of communication relevant to individual students and groups, e.g. Makaton signing and symbols, Intensive Interaction, Tactile Signing, PECS, iPad Apps and a variety of communication aids
- Recognising the confidential nature of our work and respecting this at every point during the working day and beyond
- Using all lesson time for the benefit of students
- Maintaining all teaching and learning areas of the school for the priority of the students
- Supporting students' participation in and the development of Student Voice (School Council) and actively working to implement agreed Student Voice decisions

We ensure equality of opportunity by:

- Following national, Ealing's and St. Ann's guidelines and policies relating to equality.

- Challenging activities, behaviours, attitudes and customs which discriminate by reference to race, nationality, colour, ethnic origin, gender, disability, age or sexual orientation
- Ensuring all students can access an appropriate curriculum
- Ensuring use of a wide range of resources, which reflect the interests, gender, age, and culture of the students.
- Ensuring that we consistently meet the requirements of all relevant legislation.

We show that we are prepared and engaged by:

- Participating in all aspects of the school curriculum following appropriate training, including manual handling, personal care, mobilisation, hydrotherapy and swimming whilst promoting good Health and Safety practice
- Being prompt and prepared for lessons
- Being prompt and prepared for meetings
- Being actively involved in meetings and training sessions by actively listening to speakers, be they colleagues or invited speakers, offering comments and seeking clarification
- Presenting ourselves as professionals, e.g. not chewing gum, and wearing appropriate clothes and footwear that enable us to discharge the complete range of our duties
- Only wearing jewellery that will not compromise our own safety or the safety of students in a challenging behaviour situation
- Turning mobile phones off when on duty (except in approved exceptional circumstances) and not using mobile phones in the presence of students when off-duty
- Ensuring we follow recognised procedures for our own and others' well-being

We share and recognise good practice by:

- Participating in the development and review of all school policies
- Adhering to all aspects of the SEN Code of Practice and in particular encouraging individual students in making their needs and views known
- Taking responsibility to promote and learn from good practice from within school and from outside
- Taking responsibility, in partnership with the school, for addressing our own Continuing Professional Development
- Being involved in the development of the school as a whole including contributing to the development and implementation of the School Development Plan eg through active participation in staff meetings, class meetings and team meetings.
- Providing feedback on agency staff when requested, in a professional manner to the relevant member of school staff

We work in partnership by:

- Welcoming families in a professional manner and being supportive and non-judgemental
- Ensuring that St. Ann's plays an active part in the local and wider community
- Working in partnership with parents and carers through regular contact and liaison, to ensure continuity and understanding between home and school

- Working in partnership with the Governing Body, Local Authority, other schools, outside professionals and agencies, recognising and valuing the support given to students, parents/carers and the school
- Actively supporting St Ann's fund raising initiatives including working with fund raising partners.
- Providing and promoting opportunities for inclusion including welcoming the local community to participate in school initiatives

We work together as an effective team by:

- Respecting each other's skills and expertise
- Ensuring colleagues, students and others have been briefed before undertaking new tasks with individuals and groups of students
- Looking after teaching and learning resources so that they are available to support student achievement for as long as possible.
- Tidying away equipment and resources at the end of each session so that cleaners can fulfil their essential role of ensuring high levels of cleanliness each day.
- Identifying and sharing appropriately our own professional needs within school
- Using appropriate line management structures; class teacher, TLR postholders, Assistant Headteachers, Deputy Headteacher, Headteacher
- Negotiating with colleagues and attempting to resolve any conflict in a conciliatory way at appropriate times and in private
- Taking responsibility for preventing and halting negative conversations concerning colleagues, students and families and all others connected with school
- Ensuring that language and behaviour towards each other or students is always positive and promotes a cohesiveness amongst the school team
- Sharing information in order to improve students' learning and their general well-being
- Adhering to Ealing's Code of Conduct for dealing with the media by referring all enquiries to the Headteacher or the LA Press Office
- Taking responsibility at all times for our own and others' Health and Safety by addressing our own healthcare needs (e.g. vaccinations), ensuring Health and Safety procedures are followed and reporting Health and Safety issues noted within the general school environment
- Colleagues supporting each other in order to work with students, parents and other agencies
- Taking responsibility to ensure that Child Protection procedures are meticulously followed and reporting any concerns, observations and/or comments and reports to the Designated Safeguarding Officers. At St Ann's this is Gillian Carver (Headteacher) and Mary Kelly (Deputy Headteacher)
- Ensuring we do not interrupt lessons, students and colleagues unnecessarily
- Recognising our role as stakeholders in the school community

September 2020

Date of next review : September 2021