



# STAFF INDUCTION

## School Policies

### Where to Access School Policies?

We make a number of statutory school policies available to the public on our website. You can view them here:

[School Policies & Statutory Information \(tpstrust.co.uk\)](https://tpstrust.co.uk)



### Behaviour Policy

Our Behaviour Policy can be found on the policy page of the school website, here's a direct link:

[behaviour-policy-summer-term-2024-approved-8-may-24.pdf \(tpstrust.co.uk\)](https://tpstrust.co.uk/behaviour-policy-summer-term-2024-approved-8-may-24.pdf)

### Behaviour Philosophy

We have a culture of excellent behaviour in school and it is a team effort to maintain this and uphold high standards. We have high expectations of behaviour for all adults and children. We expect our students to be 'Ready and Respectful'.

In a nutshell, our behaviour philosophy stems from a child centred approach where we are continually developing good behaviour. We expect our staff to demonstrate and model our high expectations. Our focus is on consistency, understanding and empathy and an individualised approach which comes from knowing our children really well and also them knowing us well. Building relationships is key.

We trust our staff to use their professional judgement with regard to sanctions and support can be found from each other and the Senior Leadership Team. We focus on quality CPD to upskill and support our staff with a focus on SEND and behaviour.

Behaviour is recorded on Arbor.





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## Complaints

Our Complaints Policy can be found on the policy page of the school website, here's a direct link:

[t3et-complaints-policy-spring-2024-feb-2024.pdf \(tpstrust.co.uk\)](https://tpstrust.co.uk/t3et-complaints-policy-spring-2024-feb-2024.pdf)

Parents should always raise any concerns with the class teacher or form tutor in the first instance, and if not resolved then speak with the Head of House before considering a meeting with the Headteacher.

With regards to staff, we have an open-door policy in school, staff can raise concerns with their Line Manager or another member of the Senior Leadership Team at any time.