



<p><b>School Development Plan Priority</b> 2.3 B Leaders have the highest expectations for social behaviour among pupils and staff, so that respect and courtesy are the norm</p>	<p><b>Focus of Visit</b> Governors to monitor: learning walks – either accompany or check evaluation in SDP termly. Staff handbook, behaviour for learning policy and dignity policy – do they match practice? Is emotional first aid embedded</p>
<p><b>Visit time, date and Governor name:</b> 17<sup>th</sup> November 2016</p>	<p><b>Staff name:</b> Pupil conferencing with children Discussions with staff members</p>
<p><b>SDP actions to consider:</b></p> <ul style="list-style-type: none"> <li>• Learning walks – how are the children behaving? How are the school values used to support this?</li> <li>• Lesson observations – how are the school values used to promote learning? Are the children all on task?</li> <li>• <i>Staff handbook ,Behaviour for learning policy and Dignity policy – expectations these documents set out for working together</i></li> <li>• <b><i>Emotional First Aid underpins the behaviour policy. Where children need support, the school works with parents and other agencies to achieve this success criteria.</i></b></li> </ul>	
<p><b>Outstanding Ofsted</b> ■ Leaders and governors have created a culture that enables pupils and staff to excel. They are committed unwaveringly to setting high expectations for the conduct of pupils and staff. Relationships between staff and pupils are exemplary.</p> <p><b>Good Ofsted</b> ■ Leaders set high expectations of pupils and staff. They lead by example to create a culture of respect and tolerance. The positive relationships between leaders, staff and pupils support the progress of all pupils at the school.</p>	
<p><b>Questions asked</b> I met with 8 pupils from across the school and explained that I wanted to talk to them about whether leaders have the highest expectations for social behaviour among pupils. And if so, whether respect and courtesy are the norm. There was a strong consensus that this was the case and they immediately referred to the school values. Written below are quotes from the students.</p> <p><b>On our values</b> They help us to do the right thing We link them to everything that we do We have value reflection on a Friday where we nominate people who have used their values. I was nominated for being a good friend and helping out when my friend was upset I was nominated for kindness I was nominated for confidence when I stood up in the school play The certificates really encourage us to think about how we behave.</p> <p><b>How do your teachers behave?</b> They use their values too.</p>	



They show kindness in helping us with our work

They show confidence when they stand up in front of us.

They show respect because they listen to our views and they accept that we may have a different view or belief from them.

**They accept that everyone has different expectations and aspirations but by the time we leave this school we all have high standards (this was honestly word for word what the pupil said!)**

They show us enthusiasm because they like our work.

Mr Wilde even skips into assembly so we know he is enthusiastic!

They don't give us the answers, they just give us hints and make it a little bit easier to help us, they want us to learn for ourselves.

Teachers are honest, they don't lie and they say honest things about our work so we can improve. We're allowed to mark their work too.

They treat us how they want to be treated

Pupils and teachers treat each other equally.

**Why do you try your best at your work?**

It makes us and the teachers happy when we get it right

We want to impress them

We want them to be happy with what we do, it's our way of showing that we respect them by trying our best

It's nice for them to see that we are improving and their teaching is working.

Outside of school all children could give examples of high aspirations that they have in their sports and 11+tutoring.

**If I were new to the school how would I know about values and high aspirations?**

An older pupil would talk to you about examples of how the values are used

I took a new teacher around the school and told them all about the values

There are massive posters in the Hall

We have new flags outside the school. They have our values on them, we made them ourselves.

In our class we 'walk through confidence valley, kindness cave, enthusiasm mountain, respect river and honesty hill. These places help us to remember our values

**How does the school encourage you to always have high expectations of your own behaviour**

There is an 'always list'. If you are always good you get extra playtime, but if you have done something wrong, even a tiny thing, you get taken off the always list.

This has really helped us to remember to be on our best behaviour all of the time.

You get medals at the end of the year.

**Following my conversation with the children I met with two members of staff and asked them how the leaders of the school demonstrate and achieve high expectations for behaviour amongst the staff.**

Policies are in place and we are all aware of them

Staff handbook is really clear.

We have a head who is personable and has an open door. If you have a problem she will listen and take action if it is required.

We are all aware of the values and know that if we have a problem with someone we should take it to them.

We all understand that we shouldn't get involved in other peoples arguments and everyone respects that.

Everyone leads by example.



<b>Observations and Discussions</b> I witnessed a wonderful spontaneous moment when the two younger children left the room and appeared to be about to run. 3 of the older children spontaneously and kindly said 'don't run'. It wasn't said for my benefit, or to be bossy, but simply out of natural and instinctive high expectations of their fellow pupils behaviour.	
<b>Summary to be entered on Governor Monitoring Plan:</b> This monitoring visit indicated that high expectations are met through our values, which are known by everyone and are linked to all that we do. The school uses many techniques for integrating and rewarding the use of these values	
<b>Impact of Governance:</b> Visit has reinforced the value of high expectations to the children and has shown a respect for their views.	
<b>Date and time of next visit:</b> Spring term	
<b>Governor signature:</b> <b>Date:</b> 17 <sup>th</sup> Nov 2016	<b>Staff signature:</b>