



Westlands Primary School

A member of Swale Academies Trust



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Dear Parents and Carers,

This term we have been talking in classes and in assemblies about our Westlands Primary School rules:

Safe Trustworthy Aspirational Respectful

and how respect and our behaviour towards others is the bedrock for all of these rules.

Westlands Primary is a mainstream school with a roll of over 500 pupils. Our staff work hard to deliver an engaging curriculum whilst promoting wellbeing, inclusivity and a sense of community, in which every pupil has a voice and they are listened to.

When behaviour incidents occur, and staff are made aware, they are thoroughly investigated. Restorative Justice conversations are held with children participating; consequences are applied where necessary and parents are informed of the incident and any consequence relating to their child. Sanctions applied to other pupils will not be shared with you. Please let us assure you action is always taken with careful consideration of age and stage and needs of pupils.

Unfortunately, despite all incidents in school being thoroughly investigated and fed back to parents, some staff are still then being emailed late at night, including the weekends, regarding incidents which have already been fully investigated. As a school we believe strongly in having an open door enabling the opportunity to talk with us at the entrances in the morning and at collection times. We will always speak with you if we have concerns, or to share successes in school. We would like to stress that should you wish to discuss an issue, please always contact the class teacher in the first instance. This must be via the main office; in person, by telephone, or via Weduc. If you include the name of the teacher and what the contact is regarding, we can ensure that we have all the necessary information to share with you and will always aim to contact you at the earliest opportunity without impacting teaching time. Please do not directly contact staff - all messages must go through the main office.

At Westlands Primary, we use a class behaviour ladder to promote positive behaviour and we have a green, amber, red letter system. The behaviour ladder is supported with use of Class Dojo, so that parents are made aware of their child's successes in the school day. We have a positive approach to managing behaviour and children have the opportunity to turn their behaviour around in the school day. Each term, the letter system resets, providing a fresh start.

The school Behaviour Ladder and Class Dojo system has been discussed with our School Council pupils. It has been positively received, as children like receiving the dojos and also like that they have the opportunity to improve on their behaviour.

Unfortunately, we feel we must share with you some of the behaviours that are being demonstrated in school, which we have shared with the children and respective parents and carers, but we hope by sharing it wider that we can have a greater impact on children making positive choices which will impact positively to our community. These are some of the repeated behaviours we are experiencing in school that impact on our community and experiences for all its users:

- Adults being told to 'shut up' and 'we don't have to listen to you as you are not our parents'
- Adults being sworn at
- Children using bad language with each other
- Children flatly refusing to follow any adult instruction
- Toilet paper being thrown and stuck on doors, ceilings and mirrors and the floors being urinated on
- Play toys and equipment being broken
- Attempts to wrestle and 'play' fight - despite being told no and risks shared, or using the school grounds in an inappropriate way, such as climbing or being in the wrong area

Unfortunately, we are saddened that we need to take this time to remind you as parents and carers that any abuse towards our staff cannot and will not be tolerated. This includes online comments, for example on gossip boards. Increasingly, staff are being spoken to in an aggressive or rude manner. This will not be tolerated, and it can result in you being told that you cannot come on school grounds.

We acknowledge the behaviours described in this letter are our experiences from the minority, but it is having an impact on other pupils who are witnessing this and the staff, who are working tirelessly in the best interest of every child.

The senior Leadership Team and the staff here at Westlands Primary, truly hope in sharing that we can come together to support all of the children to uphold our rules and make our school a happy and safe place for all.

Thank you, as always, for your continued support.

Westlands Primary School
Senior Leadership Team