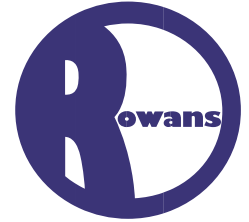


# A Framework for Promoting and Celebrating the Rowans' Values



At The Rowans, we believe every pupil deserves the opportunity to succeed, develop positive relationships and achieve their full potential. Many of our pupils have experienced barriers to education and require additional support to develop confidence, resilience and the skills needed to thrive in school and beyond.

Our staff have a moral responsibility to ensure pupils make progress academically, socially and emotionally. Strong relationships are at the heart of everything we do, and through a trauma-informed approach, staff work closely with pupils and families to inspire positive change and support brighter futures.

This framework ensures that all pupils' academic, social, cultural, sporting and personal achievements are recognised, rewarded and celebrated.

## Our Values

At The Rowans, all aspects of school life are underpinned by our three core values:

### Kindness

Showing respect, empathy and consideration towards others.

### Commitment

Demonstrating effort, engagement and a willingness to learn and improve.

### Resilience

Persevering through challenges, reflecting on setbacks and continuing to make positive choices.

By consistently recognising these values, we encourage pupils to develop the attitudes and behaviours that support success both in school and in the wider community. Our aim: to create well-rounded, mature individuals who are confident and excited to better their future by the time they leave us.

## Celebrating Success

At The Rowans, we believe that 'what we celebrate, becomes what we value'. We therefore provide a range of opportunities to recognise and celebrate pupils' positive achievements. We believe that recognising effort, progress and success encourages pupils to develop confidence, self-esteem and motivation.

## Rewards Available

*This list is not exhaustive and rewards may be personalised where appropriate:*

- Free minibus service after school to support travel home
- Positive discussions with pupils
- Verbal praise and feedback
- Positive phone calls home
- Positive text messages to parents/carers
- Postcards home
- Stickers and stamps in books
- House points awarded through day sheets
- 'Student of the Week' certificates and vouchers presented in assembly
- 'Interventions Star', 'Attendance Star' and 'Reading Star' certificates and vouchers awarded in assembly

- Work shared with the Headteacher or Deputy Headteacher and placed in the WOW folder
- Recognition for every-day successes during celebration assemblies
- Celebration days for all pupils throughout the year
- Features in the school newsletter
- Headteacher Awards for ongoing improvement, effort and success
- Subject specific certificates
- Achievement cups and trophies awarded at the end of the academic year

Rita Pierson says: "Every child deserves an adult who notices when they get it right." We couldn't agree more; which is why our staff prioritise the recognition and celebration of even the smallest successes of our pupils, regardless of their past.

## **Supporting Positive Behaviour**

While we always prioritise encouragement and recognition, there are times when consequences are necessary to maintain high standards and support pupils in making positive choices.

At The Rowans, consequences are not intended to punish pupils but to support learning, accountability and personal growth. We recognise that young people thrive when expectations are clear, boundaries are consistent and adults respond predictably. As Paul Dix notes, "Maintaining a consistency of response from all adults working with children and young people is critical." Through fair and proportionate consequences, pupils are supported to reflect on their choices, repair relationships and develop the skills needed to make positive decisions in the future.

## **Consequences and Restoration Available**

*This list is not exhaustive and will be applied in line with individual needs and circumstances:*

- House points deducted through day sheets
- Restorative conversations or meetings with pupils and/or parents/carers
- Discussions with pupils and/or parents
- Phone calls home
- Letters to parents/carers from the Principal or Leadership Team
- Re-completion of work after school where appropriate
- Lunch-time inclusion
- Removal from specific visits or trips
- Temporary minibuss restrictions
- Alternative school day
- Individualised support arrangements
- Suspension (in exceptional circumstances and in line with National guidance)

## The Rowans Restorative Justice Pupil Meeting



Name: \_\_\_\_\_ Date: \_\_\_\_\_

Restorative approaches work to resolve conflict and repair harm. They encourage those who have caused harm to acknowledge the impact of what they have done and give them an opportunity to make reparation.

|                                                                                                                                                                                                                    |                |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|
| <b>Shared views:</b> <ul style="list-style-type: none"> <li>• What has led to this restorative meeting?</li> <li>• What has happened?</li> <li>• Who was involved?</li> <li>• How did it make you feel?</li> </ul> |                |
| <b>What have been the consequences of your actions?</b>                                                                                                                                                            |                |
| <b>Reflect on who has been affected, in what way have your actions affected...</b>                                                                                                                                 |                |
| <b>You?</b>                                                                                                                                                                                                        | <b>Others?</b> |
|                                                                                                                                                                                                                    |                |
| <b>How could this situation be resolved? What actions can you now take?</b><br><i>*Consider our core values of Kindness-Commitment-Resilience*</i>                                                                 |                |
|                                                                                                                                                                                                                    |                |
| <b>What support do you need in achieving this outcome?</b>                                                                                                                                                         |                |
|                                                                                                                                                                                                                    |                |

An example of a restorative review document which would be filled in by staff during a restorative meeting, in order to reflect upon conflict and aid a restorative conversation with a pupil.

## The Values System

The Values System sits at the centre of our approach to personal development.

Each pupil is given a day sheet, which records how they engage, learn and behave throughout their daily lessons. This is signed by the class teacher at the end of every lesson.

|                                   |  |                                  |                         |                          |                          |                          |                                  |                          |                                  |              |
|-----------------------------------|--|----------------------------------|-------------------------|--------------------------|--------------------------|--------------------------|----------------------------------|--------------------------|----------------------------------|--------------|
|                                   |  | <b>The Rowans Values</b>         |                         |                          |                          | <b>Date:</b> _____       |                                  |                          |                                  |              |
| <b>Uniform:</b> Yes No            |  | <b>Tutor Time</b><br>08.40-08.45 | <b>P1</b><br>08.45-9.45 | <b>P2</b><br>09.45-10.45 | <b>P3</b><br>11.00-12.00 | <b>P4</b><br>12.00-13.00 | <b>Tutor Time</b><br>13.25-13.30 | <b>P5</b><br>13.30-14.25 | <b>Tutor Time</b><br>14.25-14.45 | Points made? |
| Attend on time and stay in lesson |  |                                  |                         |                          |                          |                          |                                  |                          |                                  |              |
| Learn and make progress           |  |                                  |                         |                          |                          |                          |                                  |                          |                                  |              |
| Be kind and respectful to all     |  |                                  |                         |                          |                          |                          |                                  |                          |                                  |              |
| Behave appropriately              |  |                                  |                         |                          |                          |                          |                                  |                          |                                  |              |
| Total points for the lesson:      |  | / 6                              | / 8                     | / 8                      | / 8                      | / 8                      | / 6                              | / 8                      | / 2                              |              |
| <b>Kindness:</b> / 1              |  | <b>Commitment:</b> / 1           |                         | <b>Resilience:</b> / 1   |                          | <b>Reading:</b> / 1      |                                  | <b>Reading:</b> / 1      |                                  | TOTAL / 54   |

An example of a pupil's daysheet.

The daysheet also tracks how effectively they demonstrate the Rowans values of Kindness, Commitment and Resilience throughout the school day. Pupils can earn house points by consistently demonstrating these values, as well as taking responsibility of their reading progress by reading aloud throughout the day.

House points contribute to individual and house totals and help pupils to access our structured values reward programme. The system enables staff to recognise success, celebrate progress and identify areas where additional support may be needed.

The Values System is designed to:

- Promote positive behaviour and attitudes at all times around school, including unstructured time.
- Encourage personal growth, acceptance and responsibility.
- Recognise pupils' effort as well as achievement.
- Build pupils' confidence and self-esteem.
- Celebrate success regularly and consistently.
- Inspire pupils to turn their days around, promoting resilience when things don't go to plan.

## **Celebrating Achievement Throughout the Year**

We know that pupils thrive when their successes are celebrated regularly; so, as well as celebrating successes day to day, we are sure to bring everyone together to highlight pupil efforts, achievements and progress throughout the year.

Overall achievement is celebrated regularly through:

- Weekly celebration assemblies
- 'Student of the Week' awards
- Attendance awards
- Intervention awards
- Termly 'Values Days'
- House competitions
- Enrichment opportunities
- School newsletters and videos
- End-of-year awards and presentations

These opportunities help pupils and their families to recognise their successes, take pride in their achievements and to contribute positively to the school community.

The Rowans is committed to creating a culture where positive behaviour, personal development and achievement are recognised and celebrated for every pupil, regardless of academic ability or starting point. Through the promotion of our core values of Kindness, Commitment and Resilience, we support pupils to develop the knowledge, skills and character needed to achieve success both now and in the future. We believe that achievement is not defined solely by attainment, but also by the resilience shown in overcoming challenges, the commitment demonstrated in striving to improve, and the kindness displayed towards others. By celebrating these qualities every day, we help our pupils build confidence, take pride in their progress and realise their full potential.