

October 2024

Dear Parents and Carers,

**Re: Collaborative Support for Trauma-Informed & Neurodivergent Affirming Behaviour Policy**

We hope this letter finds you well. As part of our ongoing commitment to fostering a safe and nurturing environment for all our young people, we are excited to introduce our children's version of the Neurodivergent Affirming/Trauma-Informed Behaviour Policy. This policy represents our approach, focusing on empathy, support, and collaboration rather than traditional punitive and sanctions-based measures. We have reviewed the evidence base, consulted with our lived experience groups, and engaged young people in the design process. Your child will have their own version of this policy to support them at school, and we are carefully monitoring their well-being as we transition to this new policy; the initial impact has been overwhelmingly positive.

Within school, the safety and well-being of your child is paramount. We are dedicated to creating a positive and supportive atmosphere where every young person feels valued, cared for, and included. With this in mind, we have developed a behaviour policy that aligns with trauma-informed and neurodivergent affirming practices. We proactively plan adaptations to support learning and behaviour in light of neurodivergence and the impact of trauma.

**Key aspects of our policy include:**

- **Understanding and Support:** We are committed to understanding underlying needs and helping students recognise their emotions and behaviour, fostering self-awareness and personal growth.
- **Positive Reinforcement:** We celebrate achievements and talents, recognising and praising young people for their efforts and accomplishments.
- **Learning from Experiences:** Instead of punitive measures, we focus on natural and logical consequences, encouraging students to learn from their experiences and make amends when necessary. This approach is consistent with restorative justice principles, preparing children for their future.
- **Safety and Support:** In situations where safety is a concern, we prioritise the well-being of all students involved. Our approach involves supporting students through difficult emotions and collaboratively finding solutions for future situations.

In addition, children are actively involved in developing and providing feedback on school values and reward systems, ensuring their voices are heard in shaping our community. Every child will have their own copy of the Children's Behaviour Policy.

Your support and collaboration are invaluable as we continue to implement this new policy. We believe that by working together, we can create an environment where every child feels supported, understood, and empowered to thrive. We invite you to engage in open and transparent discussions with us and your child, sharing any insights or concerns you may have regarding your child's well-being and behaviour.

Please feel free to reach out to us with any questions or feedback. We value your partnership in ensuring the success and happiness of your child and our school together.

Thank you for your continued support.

With warm regards,

The OFG Team