



## Core values of Fort Hill Integrated College



As with any large organisation, the College has many policies which ultimately determine how we operate. The outworking's of these policies, results in a large number of rules which members of the school community are required to adhere to.

However, we acknowledge that it can be difficult to remember every rule from every policy. As a result, in day-to-day interactions, we primarily focus on **core values**. These **core values** encapsulate the essence of all the varied policies.

In our day-to-day life we expect all members of the school community to conduct themselves in line with these four core values.

**Respect, Responsible, Ready & Safe**



**As a member of the Fort Hill Community I will:**

- Demonstrate **Respect** for myself, other members of the community and the environment around me.
- Accept that I am **Responsible** for all aspects of my conduct, constantly striving to learn, developing and fulfilling my potential.
- Always be **Ready** to learn and develop my skills in all aspects of college life.
- Conduct myself in a way that ensures all members of the College community, including myself, can remain **Safe**.

## Restorative Practice (RP)

At Fort Hill Integrated College we are a **Restorative school**. A restorative school emphasises the importance of relationships for supporting emotional wellbeing, resolving conflict and preventing harm. The **key aims of RP**, that are closely aligned to our own core values, are:

- **Respect**
- **Responsibility**
- **Repair**
- **Re-integrate.**

RP approaches are based around the following questions that provide 'teachable moments' and opportunities to understand the impact of behaviour of self and others:

- What happened?
- What were you thinking/feeling?
- What do you think/feel now?
- Who has been impacted by this?
- What needs to happen to put this right?
- What will you do differently next time?

The main forms of RP that we practice within our College include:

- **Restorative Conversations:** these are 1:1 conversations, typically between a member of staff and a student.
- **Restorative Meetings:** these are 2:1 conversations typically facilitated by a Head of Department or Head of Year between a student and teacher. Meetings are also facilitated by staff for two or more students who may have had a conflict.
- **Restorative Circles (community-building):** these are used to build a common culture and values within a group of students.
- **Restorative Circles (problem-solving):** these can be used with groups of students who need to resolve a conflict, or with a class of students who may require intervention.