



Teaching has an extraordinary moral depth, and is one of man's most excellent and creative activities, for the teacher does not write on inanimate material, but on the very spirits of human beings.

St Paul's Performance
Management Policy

Action Timeframe

Step 1

Parent discusses concern with Class Teacher
Plans are put in place. Follow-up meeting arranged.

Step 2

Parent discusses issue again with Class Teacher
During this meeting, hopefully, all is resolved. If not, Step 3.

Step 3

Parent discusses concern with Phase Leader
Parent meets Phase Leader. Plans are put in place. Follow-up meeting arranged.

Should the previous steps not produce a satisfactory outcome, parent goes to Step 4:

Step 4

Parent discusses concern with Headteacher

Email Contacts:

School Office: info@stpauls-thamesditton.surrey.sch.uk
Mrs DeMorais: head@stpauls-thamesditton.surrey.sch.uk

yr5-6phaseleader@stpauls-thamesditton.surrey.sch.uk
(Mr Widdop)

yr3-4phaseleader@stpauls-thamesditton.surrey.sch.uk
(Mr James)

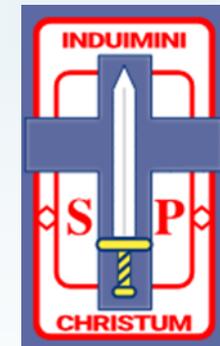
yr1-2phaseleader@stpauls-thamesditton.surrey.sch.uk
(Mrs Townsend)

foundationleader@stpauls-thamesditton.surrey.sch.uk
(Mr Yarnell)

St Paul's Parents' Guidance

What to do if you are Worried

At St Paul's, we hope you never have need to be concerned, but if you do have a concern or worry, please come and discuss it with us.



Common reasons why parents avoid raising a concern

'I was worried I was overreacting.'

'The other child's mother is my friend.'

'I was worried I might damage my relationship with my child's teacher.'

'I was concerned my child might be at fault.'

'I didn't want to blame or to cause any upset.'

Response Rate

Whomever you email at St Paul's, we guarantee that you will receive a response within 48 hours. In nearly all cases, we will respond more quickly. It may be that we phone you, email back to arrange a meeting, or simply try and catch you on the playground.

It is difficult to know if your child's perspective is in the truth, as some children wish to share every detail of every day. Some focus on their triumphs and joys, whereas others children see the world through a negative focus.

Children will share 'their truth'.

For some, this will be the truth. However, some children are at the stage of development whereby they see the world through their own perspective only. These children need our help to ensure they are seeing the truth through the eyes of all involved.

Please know that we are here to listen to you.

If you do not tell us, we will not be able to help you.



How to raise a concern

'James feels Matthew won't let him play...'

'Mark is feeling bullied by ...'

'Catherine tells me she is always alone at playtime...'

How we will respond

We will listen, and work with you to formulate a plan.

If your child feels unhappy or mistreated in any way, we must act. If the playground is the issue, we will put an observation book in place for 5 school days. This will cover 15 unstructured playtimes. Detailed notes will be taken then shared with you at the end of the 5 days. If needed, an action plan will then be put in place and all parties informed.