

St. Patrick's Primary School



Promoting Positive Behaviour Policy

(Based on consultation with all staff, parents and pupils.)

Ratified by the Board of Governors on 21st November 2019

Reviewed Bi-Annually

OUR SCHOOL MOTTO

‘Mol an oige agus tiocfaidh se.’

(Encourage the youth and they will flourish)

OUR SCHOOL MISSION STATEMENT..

**IN MAIORUM FIDE
(in the faith of our ancestors)**

OUR ETHOS

WE, AT ST PATRICK'S PS, AGREE TO-

Respect each other

Embrace the Catholic Ethos

Show tolerance towards other cultures and beliefs

Promote a positive attitude

Encourage each other

Commit to the school's vision

Treat each other as we would like to be treated ourselves

OUR SCHOOL PRAYER

Dear God,

Help our teachers do the best they can and help us not to make life difficult for them,

Help us to respect everyone in our school and help those who need our help,

Take care of the children in the school who are not feeling great today and help us always to do our best and treat everyone as we would like to be treated ourselves..

But most of all, help us to be happy and say thank you to God for all the talents and good things he has given us,

Amen.

Staff and Governors are committed to:

-  Providing a safe, secure, stimulating learning environment. 

Promoting Positive Policy

- ✚ Ensuring that the needs and aspirations of pupils are at the heart of all decision-making.
- ✚ Providing high standards of teaching and learning.
- ✚ Self evaluation and the raising of standards.
- ✚ Enabling staff and pupils to express their views and ensuring that their views are taken into account.
- ✚ Developing self-esteem and self-confidence and to encouraging an appreciation of personal achievements and aspirations.
- ✚ Creating an inclusive environment where diversity among individuals is embraced, celebrated and responded to and equal opportunities are available to all.
- ✚ Fostering, in partnership with parents and pupils, a system of pastoral care which promotes respect for oneself, others and the environment and which develops important values such as self-discipline, honesty, kindness and forgiveness.
- ✚ Ensuring that each pupil leaves our school equipped, as far as he/she is personally capable, with the knowledge, skills, values and attitudes necessary for living in a changing environment.
- ✚ To promote the development of a positive attitude towards a healthy lifestyle.
- ✚ Establishing a creative and secure educational partnership between the school, the home, the parish and the wider community.
- ✚ Developing a love for learning and a motivation to ask questions and to make informed decisions and to prepare pupils to take a positive role in future learning, beyond St. Patrick's P.S.
- ✚ Ensure that each child has a respect for and a commitment to their faith. That they are able to pray and have developed a sense of a relationship with God and a sense of belonging to a faith community.

Aims

Through our whole school policy to promote good behaviour we aim work collectively as a staff, having a collective responsibility and shared vision as regards the behaviour of children and to ensure that we have measures in place to:

Promoting Positive Policy

- ✚ Help maintain an orderly and safe environment.
- ✚ Facilitate effective learning and good teaching.
- ✚ Create a climate in which pupils feel they are valued as individuals and encouraged in their learning and in their physical, social, emotional and personal development.
- ✚ Encourage pupils to develop independence by accepting the need for self-discipline and self-control and taking responsibility for their own behaviour.
- ✚ Treat each child with the same consistency and care.
- ✚ Develop the pupils' interpersonal skills and their ability to work co-operatively with others to resolve problems and potential or actual conflict.
- ✚ Have the endorsement and active support of parents.

To assist staff in fulfilling these aims we expect the children to:

- ✚ Come to school on time, with homework completed and suitably equipped for activities in the day ahead.
- ✚ Respect the views, rights and property of others and behave safely in and out of class.
- ✚ Co-operate in class with teaching staff/adults and their peers.
- ✚ Work and play safely within clearly defined class and school rules.
- ✚ Work as hard as they can in class, both independently and co-operatively.
- ✚ Ask for help/support/advice, with their work or with personal worries/concerns.

- ✚ Respect the right of other pupils to learn and the teacher's right to teach.
- ✚ Treat other pupils/adults with respect and not bully.
- ✚ Respect all staff and visitors to the school.
- ✚ Respect school property.
- ✚ Tell the truth and be responsible for his/her behaviour.

At St. Patrick's Primary School we acknowledge that an orderly school is necessary for high quality learning and teaching. We believe that pupils can be helped to become more successful learners and valued members of society by viewing their behaviours in terms of their right to be educated and their responsibilities towards other members of the school community.

Our 'rights and responsibilities' guide to living is introduced at an early age and is reinforced throughout school life. As a result our pupils will know how to go about making informed decisions and become confident, active citizens.

These rights and responsibilities are maintained through a system of rules and specific directions that emphasise the **positive** aspects of behaviour, while recognising the need to eliminate inappropriate behaviour. It reflects a sense of justice, forgiveness and respect for the needs and rights of pupils, parents and staff. It requires the promotion and practice of positive behaviour by **all** members of the school community and includes a system where each child is given praise and encouragement to reinforce desired behaviour.

Pupils at St. Patrick's Primary School have the right to:

- ✚ Be treated fairly and with respect consistently.
- ✚ Be consulted about matters that affect them and have their views listened to and as far as is reasonable, acted upon.
- ✚ Work and play within clearly defined and fairly administered procedures for Rules, Rewards and Consequences.
- ✚ Experience a broad, balanced curriculum that meets their needs.
- ✚ Develop and extend their interests, talents and abilities.
- ✚ Have their Religion/Cultural Identity respected and valued.
- ✚ A Catholic Education
- ✚ Confidentiality

Parents and school staff have discrete and complementary roles in the education of young people.

At St. Patrick's Primary School we recognise the need for a harmonious and productive partnership between parents and our school in the best interest of the children. We are very conscious of the importance of establishing good parent/staff relations as early as possible and are most grateful for the support and commitment shown by parents to our school. Parents are involved in many areas of the school community and are a very valued part of it.

In order to facilitate this important home/school partnership the school recognises the rights of parents to:

- ✚ A safe, well-managed and stimulating environment for their child's education.
 - Reasonable access to the school, and to have their enquiries and concerns dealt with efficiently and in confidence.
 - Be informed promptly if their child is ill or has an accident, or if the school has concerns about their child.
 - Be well informed about their child's progress.
 - Be well informed about school rules and procedures.
 - A broad, balanced and appropriate curriculum for their child.
 - Be involved in decisions about their child's education.
- ✚ A suitably resourced school with adequate and well-maintained accommodation.
- ✚ A Catholic Education

Parents have a responsibility to:

- ✚ Ensure that their child attends school regularly and arrives in good time, in full uniform, with homework complete, suitably equipped for lessons in the day ahead and collected promptly.
- ✚ Accept all school rules and procedures and ensure that their child abides by them.
- ✚ Show interest in and support their child's learning and provide a suitable place for completing homework.
- ✚ Act as positive role models for their child in their relationship with school staff, pupils and parents.
- ✚ Attend planned meetings with teachers and support school events.
- ✚ Contact the Secretary's Office to arrange a meeting with teacher and/or principal at a mutually convenient time. (All initial contact

regarding any queries/concerns about your child must be in consultation with the class teacher).

- ✚ Provide the school with all the necessary background information about their child, including telling the school promptly about any concerns they have, or any significant change in their child's medical needs or home circumstances.
- ✚ Ensure that someone is always available for school to contact in the event of an emergency at all times.
- ✚ Ensure that their child behaves in an appropriate manner.
- ✚ Provide a written explanation for child's absence.
- ✚ Report to the Secretary's Office on arrival in school.
- ✚ Support Teaching Staff in teaching Catholic Education (if appropriate).
- ✚ Park only in designated areas.

This policy recognises that staff within the school has rights. These include the right to:

- ✚ Be consulted, kept informed and to be treated courteously.
- ✚ A safe, happy, working environment; where common courtesies and social conventions are respected.
- ✚ Teach with the minimum of disruption.
- ✚ Establish rules/procedures and to ask for assistance / support from parents in ensuring their child adheres to these.
- ✚ Voice opinions/views freely and openly.
- ✚ Be treated fairly and with respect consistently.
- ✚ A suitable career structure and opportunities for professional development.
- ✚ Support and advice from colleagues and external agencies.
- ✚ Adequate and appropriate accommodation and resources.
- ✚ Confidentiality.

Staff has a responsibility to:

- ✚ Behave in a professional manner.
- ✚ Be well prepared, making use of available resources and that all work is appropriately set and constructively marked.
- ✚ Show interest and enthusiasm in their pupils' learning and teaching.
- ✚ Create and sustain a safe, stimulating learning environment.
- ✚ Listen to pupils, colleagues and parents and value their contributions and respect their views.
- ✚ Be sympathetic, approachable and alert to pupils' needs.
- ✚ Identify and seek to meet pupils' Individual Educational Needs.
- ✚ Share with parents any concerns they have about their child's progress or development.
- ✚ Pursue further opportunities for personal and professional development.
- ✚ Expect high standards and acknowledge effort and achievement.
- ✚ Work together as a team.
- ✚ Be confidential.

The promotion of positive behaviour and the reduction in inappropriate behaviour is achieved through establishing agreed rules that are applied fairly and consistently by all staff, are made clear to the pupils with regular reinforcement, supported by clear guidelines for staff and reinforced by a positive reward system.

As a result of the children considering their rights and responsibilities , 'HELPFUL HABITS' were drawn up in consultation with the children: (-see attached..)

EACH KS1 AND 2 CLASS WILL OPERATE THE CHOICE SYSTEM OF POSITIVE BEHAVIOUR MANAGEMENT WHICH WILL BE SHARED WITH PARENTS AT THE BEGINNING OF EACH YEAR..(see attached)

Each class will draw up a positive behaviour CONTRACT at the beginning of each school year..WHICH WILL BE DISPLAYED ON EACH POSITIVE BEHAVIOUR BOARD..

The contract will be shared and signed by parents and pupils...

We at St. Patrick's Primary School recognise that while rules protect rights and define responsibilities, rewards and consequences are necessary to encourage and maintain the rules in class and throughout the school.

We believe that **all pupils** have a need for positive affirmation, and therefore do not take the positive behaviour of the majority of children for granted. Similarly, we feel it is important that pupils realise that their positive behaviour is noted and acknowledged, just as instances of inappropriate behaviour are challenged and responded to by consequences.

At St. Patrick's Primary School we believe that positive behaviour should be recognised, encouraged and celebrated. Staff will actively seek out and highlight those behaviours they wish children to employ and by doing so, they will recognise the efforts of the child (ren) and give appropriate positive recognition.

All rewards will be commensurate with the behaviour exhibited, and provide just enough incentive for the behaviour to be repeated.

REWARDS

Staff in St. Patrick's Primary School has agreed to use the following range of rewards to promote positive behaviour:

- ✚ Non-verbal praise – smile, nod, thumbs up...
- ✚ Using opportunities as they arise to praise and encourage children for their efforts in class and good behaviour.
- ✚ Use Golden Time to encourage and reward good behaviour.
- ✚ Good news cards sent home to parents.
- ✚ Good news texts to parents.
- ✚ Awards, stickers, stars and stamps.
- ✚ Supportive marking.
- ✚ Visiting another teacher or Principal for commendation.
- ✚ Principal's Award./Homework Pass/Cinema Pass
- ✚ Verbal praise - acknowledgement from peers, staff/report to parents, Principal
- ✚ Earn points/stars/smiley faces...
- ✚ Age appropriate treats//extra play.
- ✚ Responsibilities/privileges e.g. Playground Bubby, Class Prefect./Team Captain//Student Council/Eco Council.
- ✚ Achievements Assembly announcements./Achievers' Wall
- ✚ Individual or team points and prizes within the class.

Trips and outings

Within the school environment staff will draw upon these rewards to effectively manage pupils' behaviour, offering as wide a variety of rewards as possible to keep pupils' motivation high

Managing Inappropriate Behaviour

While a positive system of rewards and reinforcement will attempt to guide children towards self-discipline, it is important that strategies exist to assist staff in dealing with challenging and disruptive behaviour. To assist staff, we in St. Patrick's Primary School will employ a positive behaviour management strategy using various consequences. These consequences are an integral part of our School's Promoting Positive Behaviour Policy. They help to uphold the rules providing pupils with the security of clearly defined boundaries.

Where possible, staff will bear in mind that prevention and intervention are crucial to managing conflict situations. As with the rules and rewards, again as a result of the children considering their rights and responsibilities the following consequences were drawn up in consultation with the children and will be used by staff in a fair and consistent manner in order to diffuse a potentially difficult situation by encouraging pupils to reflect on their behaviour and to take more responsibility for their actions:

Consequences

Time Out - Being asked to sit out from seat or play for a short period of time to reflect. (see attached)

-  Rule reminder, yellow card, red card- loss of ten minutes Golden Time.
-  Withdrawal of privileges, for a fixed period or permanently.
-  Loss of team points.
-  Restriction of access to extra-curricular facilities or activities or special events (as long as this does not detrimentally affect his or her access to the curriculum or place the child at an educational disadvantage in comparison with his/her peers)

- ✚ The temporary removal of a pupil from his/her peers into another class by an adult.
- ✚ A system of Time Out at break for Reflection
- ✚ Behavioural Reflection Sheet to be sent home, discussed and signed by parent and returned to school next day. (see attached)
 - a follow up phone call to parent if it is not returned..
 - A meeting with child Principal and teacher
- ✚ A meeting arranged with parent/guardian and class teacher.
- ✚ A meeting with parent/guardian, class teacher and Principal (at the discretion of the Principal)..
- ✚ In extreme cases, suspension, or expulsion following suspension.
FOLLOWING CCMS GUIDELINES..

Consequences

We believe that consequences should be:

- ✚ Applied in a fair and consistent manner by all staff.
- ✚ Be applied as soon after the offence as possible, not impulsively but in a calm and measured manner.
- ✚ Be proportionate to the offence.
- ✚ Defuse, rather than escalate, the situation.
- ✚ Allow the pupil to save face and encourage a more positive attitude in future.
- ✚ Take account of, as necessary, the age, degree of maturity of the pupil and any special educational needs he or she may have, the home background and any other relevant circumstances.

Where a pupil is consistently engaging in undesirable behaviour the class teacher and Principal should contact and inform the parents of the child enlisting their support in helping to improve the behaviour.

Where attempts among staff and parents to resolve behaviour problems fail, the SENCo/ teacher with responsibility for Pastoral Care should be informed and the class teacher will complete an initial Record of Concern form and an SEBD monitoring form in line with the Special Needs Policy, the child's name will then be added to the SEN register.

The SENCo and class teacher will then plan a system of support to try and improve behaviour. The SENCo will contact and enlist the help of the Behavioural Support Team and Education Welfare Officer where it is deemed necessary. The pupil will then move through the stages of The Code of Practice depending on progress or the lack of it.

The school will seek advice and support from outside agencies, e.g. School Psychologist, EWO, Behaviour Support Team, Outreach, NSPCC Young Minds 'Chance for Change' Team etc.

Communication with Parents

In order to promote positive behaviour in our school and maximise the effectiveness of the school's Promoting Positive Behaviour Policy, we welcome continued parental involvement and support. To this end, the school will issue annually to parents and carers, information about the school's Pastoral issues, e.g. policies on Child Protection, Anti-Bullying, Promoting Positive Behaviour, etc.

At the beginning of each school year class teachers will inform parents and carers of their Positive Behaviour Management Classroom Plan outlining Rules, Rewards & Consequences, and in turn parents/Carers will discuss this with their child, sign and return.. (see attached)

The Role of the Board of Governors

The Board of Governors fully supports the school in the implementation of the school's Promoting Positive Behaviour Policy, and will be kept informed of policy updates and relevant circulars relating to behaviour management.

Resources

The SENCo, Mrs.Grugan, has a range of resources which have been collated and that are available to all staff for the purpose of suitably differentiating work and matching it to the ability of children.

Links With Other Policies

This Promoting Positive Behaviour Policy is linked to the following policies:

-  Pastoral Care;
-  Health And Safety;

- + PD&MU;
- + Anti-bullying;
- + Reasonable Force and Safe Handling;
- + Special Educational Needs;
- + Acceptable Use of the Internet.

Staff Development

Staff will come together to review and discuss our Promoting Positive Behaviour Policy, annually.

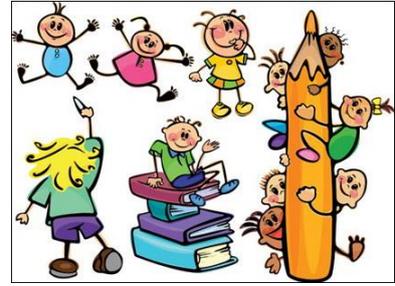
All staff have received SEBD training over the last 4 years.

- -SEBD Advisory one day training whole staff-Positive Behaviour Management.. strategies incorporated into class positive behaviour plans
- -Aspire module ‘in- class’ training- P4/5 teacher/SEBD Advisor.. disseminated to all staff.. strategies incorporated into plan
- -Aspire Module strategies reviewed and evaluated and included in whole school positive behaviour policy
- -Cluster whole school Training in ASD Behaviour Support Strategies
- -SEBD Advisory training-Anger Management Strategies
- -C.As- Modular SEBD Training
- -Policy reviewed by staff, updated in line with consultation by pupils and parents, ratified by B.O.G
- -
- All staff have been trained on our Child Protection Policy and Procedures in August 19 and will receive refresher training annually. The designated and deputy designated teachers will receive refresher training bi-annually. Where staff identify a need for further training or support the WELB Behavioural Support Team will be contacted.

Monitoring and Reviewing Effectiveness

Staff will review the effectiveness of the Anti-bullying Policy by carrying out an audit of the opinion of all staff working in the school, pupils and parents in the autumn term (2020).

This Draft Policy was adopted by staff on , 29th August 2019.



HELPFUL HABITS IN OUR SCHOOL

- We look after school property and do not bring unauthorised toys, electronic games, cards or mobile phones to school.
- We walk quietly around the school
- We show respect to all adults and children (by using kind words, taking turns to speak and following directions from staff...)
- We tell an adult if someone annoys us rather than fight back.
- We keep hands, feet and objects to ourselves.

WE TREAT EVERYONE AS WE WOULD LIKE TO
BE TREATED OURSELVES..

TIME OUT



ASK YOURSELF:

What did I do?

What is my side of the story?

What rule did I break?

What can I do to fix things?

What help will I need?

Name-

Class-

Date-

My Behaviour Reflection Sheet

Teacher comment-

What did I do that was not good-

What will I do instead the next time?

I will try very hard not to repeat this incident..

Signed-

PARENTS-Please discuss with your child and sign and return tomorrow. Thank you for your support.

Signed-

Dear Parent,

I am very pleased to have _____ in my class this year and together I hope we will have a successful year.

We spend our first few weeks, repeating the Class Rules/Helpful Habits(see attached) and the Class Routines which will allow every child to make positive choices about their own behaviour..

I have attached our Class plan and our rewards and consequences. It is quite simple that if we keep the rules we will get the rewards but if we don't there are consequences.

My goal is to work with you to ensure the success of your child this year, not only from an educational perspective but in all areas of their lives.

Please read this plan with your child, then sign and return the form below.

Yours sincerely,

I have read the Positive Behaviour Plan and have discussed it with my child.

Parent/Guardian Signature: _____

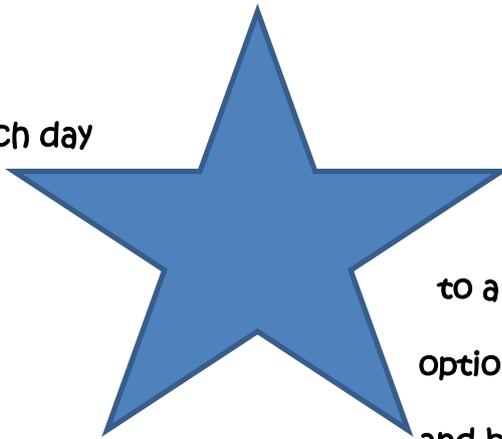
Date: _____

PROMOTING POSITIVE BEHAVIOUR CLASSROOM PLAN-home/school contract..

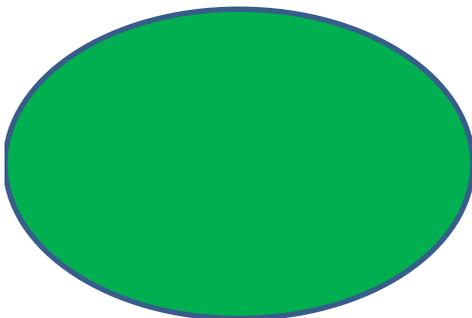
Helpful Habits In Our School

- We look after school property and do not bring unauthorised toys, electronic games, cards or mobile phones to school.
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- We show respect to all adults and children (by using kind words,taking turns to speak and following directions from staff...)
- We tell an adult if someone annoys us rather than fight back.
- We keep hands, feet and objects to ourselves.
- TREAT OTHERS AS YOU WOULD LIKE TO BE TREATED YOURSELF

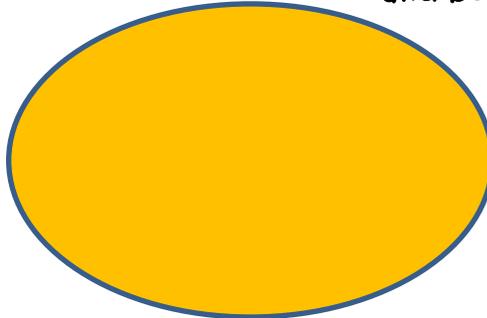
All pupils begin each day
on the star...



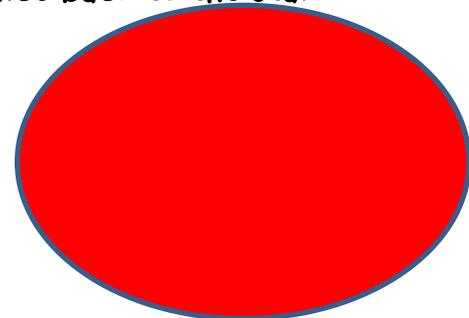
Pupils who bounce
to a trampoline have the
option to make a good choice
and bounce back to the star.



warning



warning/timeout



reflection sheet

and

break detention-

Pupils on Star at end of day gain points for Friday Rewards..they will also get bonuses throughout the day agreed by pupils eg lining up 1st,doing messages, game time etc

-3 times on the RED Trampoline in one week- other consequences, discussed with pupils at the beginning of the year, will apply and a meeting arranged with parents and teacher.. if inappropriate behaviour continues the Principal and teacher will meet with parents..

Zero Tolerance will be applied to Bad Language and Serious Physical Incidents...