



Mintlaw Primary School

POSITIVE BEHAVIOUR MANAGEMENT POLICY

August 2016

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We are very fortunate at Mintlaw Primary School, which includes the nursery, to have a very high expectation of good behaviour ensuring that the children and staff feel safe and respected in the school. Below is detailed our Vision, Values and Aims; Golden Rules; Expectations; our House System and Consequences.

Vision, Values and Aims

Vision of our School

At Mintlaw Primary School we aim to provide a welcoming and inclusive environment for all pupils, staff, parents and the wider community where we can learn together and achieve our full potential. We encourage an environment of respect, pride, enthusiasm and achievement.

Values of our School

GIRFEC – Getting it Right for Every Child – is embedded in the aims of Mintlaw School. We aim for all our children to be: Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible and Included.

Aims of our School

Successful Learners

We aim to:

- Provide a broad and balanced curriculum which challenges and motivates all our learners to achieve their full potential
- Provide a range of teaching and learning experiences in a creative and innovative environment
- Work in partnership with families and other agencies to ensure that the needs of the children are being met and that they are given the opportunities to develop according to their age and stage

Confident Individuals

We aim to:

- Help our pupils to develop and grow in confidence and self-esteem in a safe, fair and caring environment
- Develop independence through learning skills for work and life
- Encourage our pupils towards an active and healthy life style

Responsible Citizens

We aim to:

- Foster a sense of pride and responsibility in our school and the wider community
- Encourage our pupils to develop respect for themselves and others
- Develop a knowledge and understanding of their world and culture
- Help our pupils to make informed life choices and decisions which will enhance their awareness of the wider world
- Encourage all children to be responsible for themselves and their actions

Effective Contributors

We aim to:

- Provide our learners with varied opportunities to communicate and contribute effectively in different situations
- Help our pupils to think critically and creatively to develop team skills in many contexts
- Provide opportunities to be enterprising and show initiative

Positive Behaviour Management

Positive Behaviour Management is a vital component in helping Mintlaw School to achieve its vision, values and aims. Our Positive Behaviour Management Policy also provides our children with the boundaries and rules that they need in order to fulfil their potential and contribute to the wellbeing of others.

Discipline is essential to good learning situations. The general aim of the school is to provide an environment of respect, pride, enthusiasm and ambition. Staff, children and parents all have an important role to play in achieving this atmosphere.

Golden Rules

We have a set of 6 rules for all children to follow

- Be gentle
- Be kind and helpful
- Work hard
- Look after property
- Listen to people
- Be honest

Positive Behaviour – Expectations

STAFF – will be clear, fair and consistent in expectations

- To ensure children are in a safe environment
- To implement schools' policies and rules fairly and consistently
- To work in partnership with parents to ensure positive experiences for the children
- Communicate to parents significant events or concerns from school
- To set clear expectations

CHILDREN – will meet expectations

- Work to the best of their ability
- Adhere to the golden rules
- Treat other children and adults with respect and honesty
- Keep themselves and other people safe
- Be friendly and caring towards others especially in the playground

PARENTS – will support staff in expectations

- Encourage children to fulfil expectations
- Work in partnership with school staff in order to promote progression in children's learning and development
- Communicate significant events or concerns with the school
- Be mindful of communication between home and school
- Take responsibility for child's behaviour in the school

Promoting Positive Behaviour – House System

We take a positive approach to promoting responsible behaviour. We recognise and praise good behaviour, effort and application through the use of stickers, certificates and sharing achievements at assemblies. Evidence of this good work is displayed on the 'House' notice boards. Mintlaw Primary has a successful 'House System'. On entry to the school each child is allocated to one of our four houses – Aden, Mormond, Pitfour or Ugie (these are named after local rivers and areas). The children are awarded house points from any member of staff in a variety of ways e.g. special achievements, good manners, acts of kindness, achievements out with school etc. These points are totalled at the end of each term and the winning house is rewarded. At the end of the year the winning house is presented with the House Trophy.

Bullying

Bullying may be defined as a range of pre-meditated, persistent and often deliberate actions, undertaken by a person or a group of people, which cause the victim(s) physical or emotional distress. It may be useful at this point to draw a distinction between acts of bullying and incidents which, although not to be encouraged, are commonplace when groups of children play together. An occasional tussle or quarrel between two children will be treated as a breach of discipline by staff, but it is **not** bullying. Similarly, reciprocal or casual name-calling is not to be condoned, but it is **not** bullying. **Sustained victimisation** is. The crucial distinction is where the imbalance of power is such that the victim clearly needs positive support. At the same time the bully needs to be made aware of the damage, which his/her actions are causing.

The school is opposed to all forms of bullying behaviour, be this physical, verbal, threatening and intimidating behaviour or ostracism from groups, games or activities, and we will do everything in our power to prevent such behaviour amongst our pupils, and to deal effectively with any incidents which might occur. Victims of bullying are supported by a range of strategies and resources depending upon the needs of the child and the nature of the incidents. However, please be reassured that incidents of bullying in Mintlaw Primary School are few and far between. We believe that a strong, positive school ethos and constant work on building a caring school community, together with close contact with parents, offer the best way forward.

Anti-Bullying Measures

Our positive approach to our school ethos, vision, value and aims, behaviour policy and planned learning and teaching creates an environment where bullying is not acceptable.

Measures Include, but are not limited to:

- One of our 4 key words which are explored with pupils in class, throughout the school and Hall of Fame assemblies is *Respect*.
- Each class has a Class Charter linked to Children's Rights.
- Restorative discussions are facilitated with pupils.
- Learning and Teaching activities across the Health and Wellbeing outcomes foster the development of self-confidence, self-awareness, positive relationships and how to seek support.
- Regular assemblies valuing individual achievement both in and out of school.

- House points, which promote and encourage positive behaviour
- Pupil voice is heard through House Captains, Pupil Council, Rights Respecting School pupil group and Eco-schools.
- Targeted support to support individuals, groups or classes to build positive relationships

Restorative Approach to Bullying Behaviour

Whilst many believe that children who bully must be punished for their behaviour, it is widely accepted that this type of response can at times be ineffective; dangerous; breeds resentment and can make the situation worse. Punishment can make a person resentful instead of reflective. Children who bully must be given the opportunity to hear about and face up to the pain, hurt, distress and anger they have caused to others. Punishment does not help to restore relationships and can result in further retaliation.

Aberdeenshire Council has a responsibility to protect those being bullied but also to provide an education for all pupils including children who bully or those with behavioural problems. Whilst appropriate action will be taken by the school, it is also important that all parents involved, work with the school to resolve the problems in the best interests of their child or young person.

Consequences

Mintlaw Primary School operates an assertive discipline policy. When pupils display inappropriate behaviour the following consequences will be applied.

Firstly a verbal reminder will be given and appropriate classroom and playground management strategies used when a Golden Rule is broken.

Consequence 1 2nd Verbal reminder of expected behaviour and no daily house stamp, again issued when a golden rule is broken, disrespectful to adults and other children etc.

Consequence 2 Repeat of behaviour from 1st consequence or any level one behaviour. If in the classroom, 5 minutes loss of Golden time. If it is a playground issue, 5 minutes time out is given – if a child does not follow the adult's instruction they move directly to a Consequence 3.

If a child receives a consequence 1 or 2, the next day is a fresh start, however the staff will monitor if there is a high level of regular Consequence 2 and manage appropriately.

Consequence 3 Breaking an additional golden rule from previous consequences. If an adult hears a child swearing or using inappropriate language, or a child deliberately hits or kicks etc, or retaliates physically a Consequence 3 is automatically issued. 15 minutes total loss of Golden time and loss of next lunchtime. A parent notification is issued from member of staff, or parent may be phoned.

Consequence 4 Same day as a C3 is issued and an additional consequence is given for breaking a Golden Rule. Or day after a C3 has been issued and a repeat of inappropriate behaviour. 20 minutes total loss of Golden time and loss of 1-3 lunchtimes depending on circumstances. Letter home to parent from teacher

Consequence 5 Day after a C4 has been issued and a repeat of inappropriate behaviour. If a child swears at an adult this is automatically a C5. 30 minutes total loss of Golden time and loss of a maximum of 5 lunchtimes. Letter home from Head teacher. If a pupil receives a Consequence 5, parents have to speak to the Head teacher before the child is allowed back into class. This may be a phone conversation or meeting in school first thing the next day.

Under certain circumstances, staff professional judgement may deem that a child goes straight to any consequence for example fighting in the playground; disruptive behaviour in the class etc.

Every child has the opportunity to earn house points or earn back lost golden time through positive behaviour, hard work, kindness etc this is age and stage appropriate and discussed at class level.

In extreme cases the procedures of temporary and permanent exclusion will be followed.

Exclusion

Where children who repeatedly display behaviours which compromise the good order of the school i.e. disruption of learning and teaching, unsafe practices, bullying and other forms of abuse and where other forms of support and sanctions have proved unsuccessful, the authority exclusion policy will apply. For further information on exclusions contact the school or go to www.aberdeenshire.gov.uk/about/departments/GuidelinesForExclusion.pdf

Review of Policy

This policy was drafted in August 2013 after consultation with staff, parents and children during term 3 and 4 of session 2012/13. It was trialled during session 2013/14 and reviewed in November 2014 with consultation with parents in February 2015. It was reviewed and updated in August 2016.