

Saint Bartholomew's Primary School



Promoting Positive Behaviour Policy

"You are the chosen people of God: He loved you and chose you for His own. So then, you must clothe yourselves with compassion, kindness, humility, gentleness and patience. And to these qualities add love, which binds all things together in perfect unity."

From St. Paul's Letter to the Colossians, Chapter 3, v 12 and 14.

Rationale

St. Bartholomew's Primary is an inclusive community which welcomes, values, affirms and supports all students to fulfil the potential of their God-given talents. In order to achieve this potential, we aim to promote positive behaviour by abiding by and following our School Behaviour Policy. We are promoting on a positive behaviour system which will focus on the following:

- Promoting positive behaviours and high standards across the school.
- Having high expectations in work ethic, good manners and uniform to create a positive ethos.
- The top 10 steps to developing Resilience strategies.
- Discussing undesirable/unwanted behaviours we do not expect in school and their consequences/actions.
- Purpose of the Reflection Card/loss of Golden Time for undesirable behaviours.

Through this we aim to fulfil our vision, values and aims. This is achieved by providing our children with a sense of belonging to our school and encouraging responsibility, self-discipline and resilience.

Our Vision, Values and Aims

Esfuerzo, Empeno, Exito!

Which translates as Esfuerzo (Effort),
Empeno (commitment or determination)
Exito (Success)!

- A Aim high in all we do as *Confident Individuals*
- C Care for and respect all in our school community and beyond
- H Have high expectations and standards in learning, behaviour and health
- I Invest in our pupils and staff and encourage excellence, enterprise and ambition
- E Embrace our unique gifts to reach our full potential
- V Value honesty, fairness and love within our Catholic ethos
- E Engage with the local environment and wider world to make a difference

Positive Behaviours and discipline across the school

Self-discipline, self-control, resilience, coping mechanisms and strategies are emphasised throughout the school. We strive to create a positive, warm and nurturing environment where children, staff and parents feel welcome and want to come into our school.

We promote our Positive Behaviour Policy across the school by:

- Maintaining a high standard of positive behaviour towards every adult and child.
- Promoting a positive ethos across the school.
- Creating a warm, nurturing and welcoming environment.
- Leading by example by showing love, nurture, kindness and respect.
- Promoting a high standard of work ethic.
- Promoting a high standard of uniform and dressing for excellence.
- Hosting school assemblies for children, staff, parents and external agencies.
- Embedding the importance of earning rewards.
- Addressing and resolving inappropriate behaviour and their sanctions and consequences.
- Embedding Health and Wellbeing events throughout the school.

Saint Bartholomew's is a place of learning where we focus on positive behaviours, building friendships and relationships, showing kindness and respect to everyone, developing resilience and the importance of nurture and looking after one another. These are our core morals and values which are at the heart of our school.

At times, children may make mistakes or the wrong choices. From this they will then have to think and reflect on their behaviour and possibly face consequences related to this. The focus of this is not to punish the child, but instead have the child reflect on their behaviour through restorative practice and coaching from staff members. We aim to teach the children to display good behaviours, manners, respect and kindness not only across the school, but to carry and show these behaviours in other parts of their lives too. The children are learning skills for life through a positive behaviour system.

School Rules

Children should:

- Wear their school uniform to school every day and to bring their P.E. kit on the correct day.
- Be on their best behaviour at all times.
- Treat everyone with kindness and respect.
- Follow the school rules at all times.
- Be polite to staff and pupils.
- Help others if they are worried or are upset.
- Speak up, tell an adult, walk away/ignore if grievances occur.
- Represent the school well at all times - in class, around the school, on trips.
- Have a positive attitude towards others, my school, my learning and themselves.
- Line up quietly in the designated area.
- Enter all areas of the school quietly, respecting others.
- Move around the school safely and quietly.

Class Rules

Children should:

- Try their very best in all lessons and work to a high standard
- When possible, be punctual to lessons and ready to learn
- Sit where the teacher requests and work as directed by the teacher
- Tell an adult if they have a problem or are feeling worried/upset
- Allow everyone the opportunity to learn and respect that everyone learns differently
- Listen and allow the teacher to teach and work with everyone
- Return completed homework on time
- Tidy all materials away at the end of each lesson

Our Expectations

- ◆ We take great care to promote self-confidence, trust and mutual respect, themes which are continuously reinforced in class, at assemblies and across the school.
- ◆ High standard of work ethic, behaviour and uniform at all times.
- ◆ We promote our Catholic morals and values across the school and lead a good example to one another and create a positive ethos and environment.
- ◆ All staff work hard to provide pastoral care of a high quality and set realistic and high expectations of pupils' application and behaviour.
- ◆ The Promoting Positive Behaviour charts are displayed in every class and throughout the school to encourage and highlight expected behaviours in the class, school building, playground and outside of school.

- ◆ When the bell rings, pupils are expected to line up and enter the school building quietly. Staff should ensure pupils are lined up quietly before entering the building. SLT will regularly be present in the playground to help to promote good discipline and behaviours at this time.
- ◆ Health and Wellbeing/Playground games and activities are available to encourage pupils to interact in a positive, fun manner with their peers. This is to encourage children to develop positive relationships with their peers, good team work and increase resilience.

All staff will ensure that all pupils' efforts and achievements are recognised and appreciated through:

- ◆ Praise across the school
- ◆ Kindness Cup
- ◆ Pupils of the Week
- ◆ Class of the Week
- ◆ Class of the Month/Year
- ◆ Attendance Cup
- ◆ Individual attendance awards
- ◆ Issuing of Stars to individuals/classes
- ◆ Various trips throughout the year
- ◆ Individual classroom rewards devised by Class Teacher
- ◆ Golden Time
- ◆ Head Teacher's Lunch
- ◆ Canon Mallon Award
- ◆ Various in-house treats

Promoting Positive Behaviour

◆ **Golden Time**

Takes place on a Friday afternoon from 2:15pm for 30 minutes. Children who have kept all their Golden Time will receive the full 30 minutes and children who have lost minutes will receive the correct number of minutes i.e. children who have lost 2 minutes and not earned back will receive 28 minutes Golden Time.

◆ **Reflect and Respect**

For children who have received Reflection Cards over the week will lose 15 minutes Golden Time as a consequence of their actions (see Reflection Card). Children who have received two Reflection Cards will lose all 30 minutes of their Golden Time. Children who have received 3 or more Reflection Cards will lose all of their Golden Time and will be referred to SLT and further action will be taken i.e. parental meeting.

◆ **Pupils of the Week**

Two pupils from each class are presented with a 'Pupil of the Week' certificate and red sash, for effort in class work or behaviour, at Monday morning Assembly. These pupils are chosen by their class teacher on the previous Thursday. A duplicate certificate is displayed alongside their photograph on the 'Pupil of the Week' wall. The two pupils wear a red sash throughout the week. These should be kept in class.

◆ **Class of the Week**

This is awarded to the best class of the previous week, as observed by the Head Teacher and SLT. They receive a Class of the Week sign at Monday morning Assembly and display this on their

classroom door for one week. They also receive an extra 5 minute play on the pitch which will be added on to their morning interval of their teacher's choice (excluding Fridays which have Mass, Committees or Class Assembly). They will also receive 2 silver stars towards Class of The Month.

♦ Class of the Month

This is awarded for the class with the highest percentage of children who **have not lost Golden Time** at the end of the month. I.e. in a class of 25 children, if 5 children had lost Golden Time minutes (20%) then the remaining children who have kept all their Golden Time would be 80%. This would be the class percentage for the month. The top 3 classes are then awarded at assemblies with extra playtimes, at a time that suits the class teacher. The allocated Support for Learning Worker for the class would take the class out for the extra play.

- ♦ 1st place - 30 minutes extra play and red star
- ♦ 2nd place - 15 minutes extra play and gold star
- ♦ 3rd place - 10 minutes extra play and 3 silver stars

Classes of the Month would then receive stars which would go towards their star chart total at the school entrance and Class of the Year trip.

There are different stars worth different points:

- ♦ yellow (playground star) = 5 points
- ♦ silver = 10 points
- ♦ gold = 50 points
- ♦ red = 100 points
- ♦ purple = 500 points
- ♦ green = 1000 points

All stars would then roll over and continue into the next month and go towards the Class of the Year trip. Having Class of the Month rewards gives all classes a fair chance at achieving a 1st, 2nd or 3rd place for that particular month.

♦ Head Teacher's Lunch

- ♦ Takes place on a monthly basis. The Head Teacher issues an invitation to one pupil from each class, to join her for lunch. This is a reward for noticeably following the Positive Behaviour Policy or for a particular individual achievement for that month.

Promoting Positive Behaviour Policy

- ♦ The current Promoting Positive Behaviour Policy was devised over session 2016-2017 by staff in-house and implemented across session 2017-2018.
- ♦ In August 2018, the Policy was reviewed by children, staff and parents. Feedback was given to the Health and Wellbeing Focus Group and the group amended the Policy where required.

Collated feedback given included:

- ♦ P1-3 - happy with the current systems for each class
- ♦ P1-2 - feel completing behaviour card is too time consuming for children

- ◆ P4-5 - happy with current system in place - wall displays, behaviour charts
- ◆ P6-7 - feel Class Dojo too time consuming and not practical for everyday classroom as it is interactive. Some children responded well to system, some did not.
- ◆ Consequence cards - to change wording from consequence to a term that is more suitable for whole school, particularly P1.
- ◆ To amend Policy where necessary - DM.
- ◆ To look at all current classrooms Policy wall displays and amend where necessary.
- ◆ Present new Policy to staff and pupils in October 2018.

Amendments:

- ◆ P1-2 Policy still the same however they no longer have an individual behaviour sheet.
- ◆ P6 and P7 Emoji system devised - current/familiar for children.
- ◆ New Reflection Card devised to replace Consequence Card - one card for all stages.
- ◆ Policy being amended - DM (ongoing).
- ◆ Wall displays devised/amended where necessary.
- ◆ Updated Policy presented to staff and pupils.
- ◆ Remove paper exercise from Reflect and Respect - Restorative approach.

Policy being implemented

Our Promoting Positive Behaviour system has been designed and adapted so that it is suitable and age appropriate for all stages. Each stage/classroom will have the following:

- Wall display with - Examples of Good Behaviours, Examples of Undesirable Behaviours, Resilience Strategies, Reflection Card and Consequences, RESPECT motto
- Behaviour recording sheet
- Personal behaviour books for each child (except P1 and P2 children)
- Behaviour chart for classroom wall with children's names
- Each staff member has a folder with all Policy resources and information required

Each stage will be working on the following Policy as displayed in their classroom:

- P1 - Sunshine Chart
- P2 - Treasure Chest Chart
- P3 - Rocket Chart
- P4 - Make Good Choices Chart
- P5 - Make Good Choices Chart
- P6 - Emoji Chart
- P7 - Emoji Chart

Composite classes will use the behaviour policy of the higher stage i.e. P3/2 would use the Rocket Chart for the whole class.

Each class teacher is issued with a rota and dates for Class of the Month/Year. The card is renewed every 3-4 weeks, depending on dates/holidays.

Each week every child starts with having all their *Golden Time* - 30 minutes. This is seen as positive practice in that it is a new week and everybody is at the top of the chart with all their *Golden Time*. Children will use their class wall chart for recording this. Staff members encourage positive behaviours and show examples of what we are looking for as highlighted in the Behaviour Policy.

If a child does lose *Golden Time* minutes for not following the Reflection Code, this will be deducted in periods of 2 minutes i.e. if a child loses 2 minutes, they will have 28 minutes remaining of their *Golden Time* on that coming Friday. However, if a child can earn their minutes deducted back through demonstrating positive behaviours and showing they have learned and reflected on their behaviour.

Golden Time should only take place on a Friday and will not take place if it is not a 5 day week.

Reflection Card

| | |
|--|--------------------------|
| 2 minute loss of Golden Time | |
| See class rules. | |
| Reflection Card | |
| Continuing the same unwanted behaviour after receiving more than 3 'loss of Golden Time sanctions' | <input type="checkbox"/> |
| Deliberate unwanted physical contact | <input type="checkbox"/> |
| Arguing with an adult | <input type="checkbox"/> |
| Minor vandalism of school/others' property | <input type="checkbox"/> |
| Telling a lie to an adult | <input type="checkbox"/> |
| Name calling | <input type="checkbox"/> |
| Swearing | <input type="checkbox"/> |
| Inappropriate/unsuitable comment | <input type="checkbox"/> |
| Ridiculing others | <input type="checkbox"/> |
| Other _____ | <input type="checkbox"/> |

If a child is consistent in their undesirable behaviours on 3 or more occasions and has not changed their behaviour, they will receive a Reflection Card.

If a child breaks one of the school policy rules on a one-off occasion as outlined on the Reflection Card (see left), they will receive a Reflection Card.

If a child receives **one** Reflection Card they will lose 15 minutes of their Golden Time and attend Reflect and Respect with a member of the SLT. The child will lose 15 minutes of their Golden Time and will reflect on their behaviour through restorative practice. They will then return to class for 15 minutes Golden Time.

If a child receives **two** Reflection cards they will lose all 30 minutes of their Golden Time.

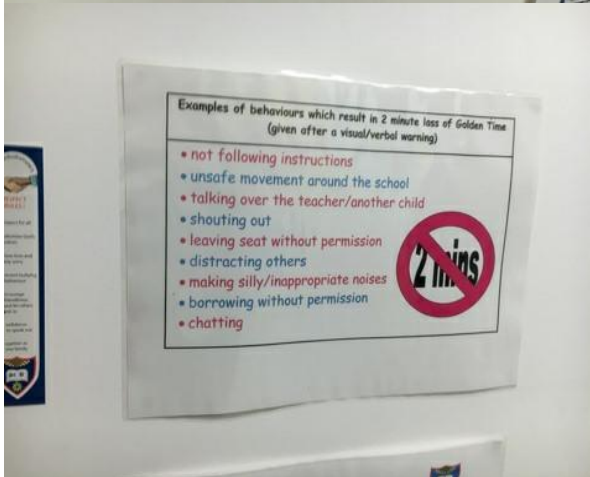
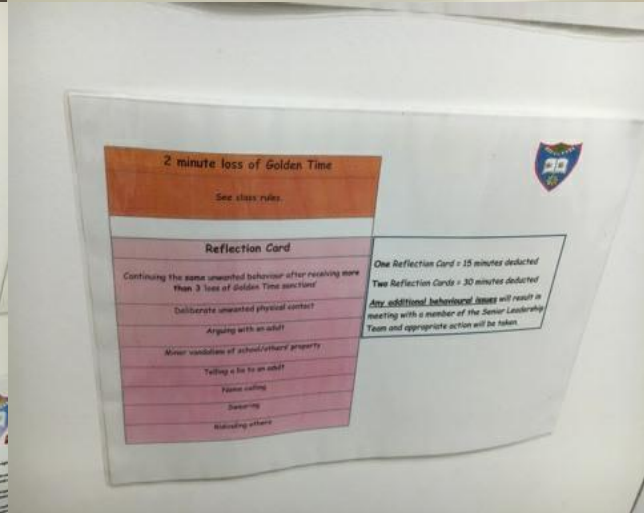
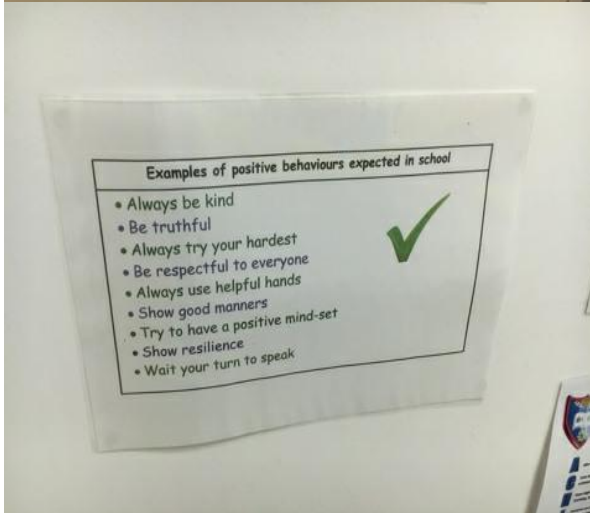
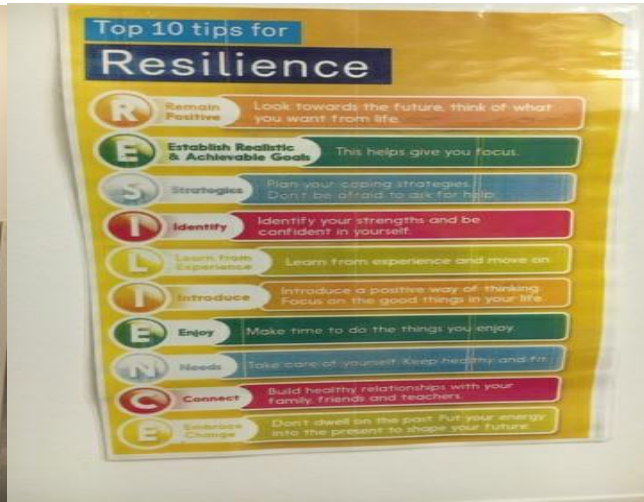
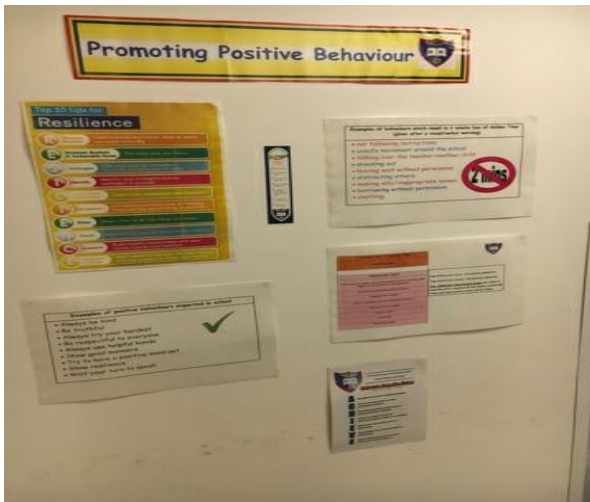
Reflect and Respect takes place during Friday afternoon Golden Time.

If a child has received 3 or more Reflection Cards (within a monitored timeframe) and is showing no signs of behaviour change, they will then be referred to SLT. Parental meetings may be required for supporting the child and targeting their behaviour. SLT to keep record of incidents.

The purpose of Reflect and Respect is to speak to the child, have them reflect on their behaviour and learn from it through a restorative and nurturing approach. This is allowing time for reflection and not seen as a punishment.

SLT to keep a record of children attending Reflect and Respect and reason(s) why. Reflect and Respect will usually be taken over 2 sessions, P1-4 and P5-7 by 2 members of SLT, based on staffing and number of children attending. Children will each speak about their behaviour at the session and may be asked to complete a paper exercise too. The purpose is to reflect on the child's behaviour so they can learn from it and move forward.

Examples of wall displays



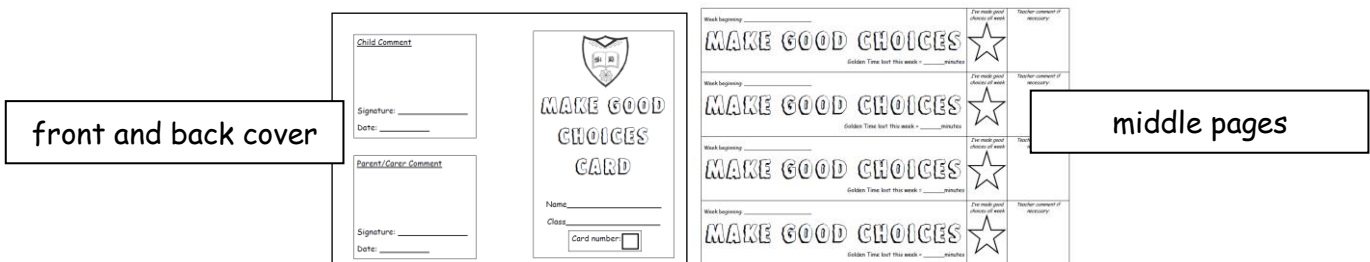
Primary 1-2

Using the Sunshine and Treasure Chest charts, children will record their Golden Time/number of minutes lost between their classroom wall display and recording sheet as used by teacher.

Primary 3

Using the Rocket chart, children will record their Golden Time/number of minutes lost between their classroom wall display and recording sheet as used by teacher. Children will also record their Golden Time minutes in their personal behaviour book. Children will be issued with a new behaviour book every 3-4 weeks which will then be sent home after this period to reflect on with parents/carers. Their behaviour book then stays at home and does not need to be returned to school.

Primary 4-5



Every child in Primary 4 to 5 will be issued with a 'Make Good Choices' card every 3-4 weeks and their behaviour is recorded at the end of each week. The card consists of the letters 'Make Good Choices' spelt out. This will constantly remind the children to always make the correct choices.

When a child is displaying unacceptable behaviour (see list) they will be asked to write a letter on the 'Make Good Choices' record sheet. Each letter written represents a loss of 2 minutes of Golden Time.

At the end of the week, each child will record the number of minutes lost for the week in their 'Make Good Choices Card' by colouring in the number of letters they received.

If the child has earned all their Golden Time they will colour in the star.

If the child has received a Reflection Card they will attend Reflect and Respect with a member of SLT, missing the appropriate amount of their Golden Time.

The 'Make Good Choices Card' will be send home every 3-4 weeks to inform the parents/carers of their child's behaviour in the classroom and will remain at home for reflection purposes.

Primary 6-7

Using the Emoji chart, children will record their Golden Time/number of minutes lost between their classroom wall display and recording sheet as used by teacher. Children will also record their Golden Time minutes in their personal behaviour book. Children will be issued with a new behaviour book every 3-4 weeks which will then be sent home after this period to reflect on with parents/carers. Their behaviour book then stays at home and does not need to be returned to school.

The Emoji system was devised as it is more current for the children and they are aware of the different emoji's. We felt the children would respond well to this and relate to it.



Supervision at Break times

An adult presence is provided in playgrounds at Break times in terms of the schools (Safety and Supervision of Pupils) (Scotland) Regulations, 1990.

An adult presence is provided in each class during inclement weather. Two monitors from Primary 7 are also present to help younger pupils.

N.B. These measures relate to the school PSE policy, Anti-Bullying Policy, Religious Education Policy and Race Equality Policy.

Playground Stars

Playground Stars are awarded to those pupils who demonstrate excellent behaviour in the playground. These are issued by Support Staff in the playground, to encourage high standards of behaviour. Each star is worth 5 points and these points will go towards Class of the Month. Pupils and classes can earn stars in a variety of ways (e.g. sensible lining up, demonstration of good sportsmanship, pupils who act responsibly without direction from an adult, picking up litter, kindness).

Policy Update

As the current Promoting Positive Behaviour Policy has only recently been updated and piloted this session, the Policy will be amended over the course of session 2018-2019. Policy will be reviewed in May 2019 in relation to the School Improvement Plan.

Policy revised - August 2018

Policy amended - August-October 2018

Policy launched - October 2018

Written Policy amended - January 2019

Policy to be reviewed - May 2019

David Middleton

Principal Teacher HWB

Updated January 2019