**Cumbrae Primary School**

**Promoting Positive Relationships Policy**

**2022**



**Our school vision is that staff, families and our community work actively together to ensure children receive a rich, inspiring and engaging education enabling each child to become a lifelong learner, aspiring to high standards of achievement in all areas of their life.**

**Cumbrae Primary is a nurturing school and all activities and actions are based upon our school values – Teamwork, Respect, Ambition, Inclusion and Nurture.**

**Rationale:**

One of our core aims at Cumbrae Primary School is to ensure that every member of the school community feels valued and respected, and that each person is treated fairly.  We believe that children respond best to a supportive, caring approach, which operates firmly on the idea of promoting positive relationships.  The establishment of a sound learning environment at school and classroom level is key to effective learning and teaching.

***“****All children have the right to a primary education, which should be free. Wealthy countries should help poorer countries achieve this right. Discipline in schools should respect children’s dignity. For children to benefit from education, schools must be run in an orderly way – without the use of violence. Any form of school discipline should take into account the child's human dignity. “***UNCRC Article 28.**

*“Children’s education should develop each child’s personality, talents and abilities to the fullest. It should encourage children to respect others, human rights and their own and other cultures. It should also help them learn to live peacefully, protect the environment and respect other people. Children have a particular responsibility to respect the rights their parents, and education should aim to develop respect for the values and culture of their parents.”*  **UNCRC Article 29.**

***“****No one is allowed to punish children in a cruel or harmful way.”*  UNCRC **Article 37.**

**Aims:**

* To create a calm, caring and secure environment where children and adults feel safe, valued and respected.
* To create an atmosphere of mutual respect, trust and shared responsibility for the rights of others.
* To involve parents, pupils, staff and external agencies in maintaining high standards of positive relationships.
* To ensure that our learners, and all stakeholders in their education, are aware of our strategies to

encourage positive relationships and behaviours

**Roles and Responsibilities:**

**It is the Head Teacher’s role:**

* To ensure that the ‘Promoting Positive Relationships’ policy is underpinned by the rights of the child as found in the UNCRC.
* To implement the school’s Promoting Positive Relationships Policy.
* To ensure that all staff, pupils and parents are aware of the school’s policy on Promoting Positive Relationships and that the school community applies the practices and procedures in all situations.
* To ensure that all incidents of inappropriate or distressed behaviours are considered with due sensitivity, confidentiality and seriousness.
* To implement the ‘House System’ which will promote community, belonging and encourage positive behavior.

**It is the Class Teacher’s role:**

* To consistently implement the school and NAC policy on ‘Promoting Positive Relationships’.
* To ensure that all our learners are aware of and understand the standard of behaviour that is expected within Cumbrae Primary School.
* To ensure that all our learners are aware of and understand the house in Cumbrae Primary School.
* To treat all children and adults with respect and kindness at all times.
* To praise our learners’ efforts and achievements and acknowledge successes which occur both within and out of school.  This will be done in class and through our certificate initiative during assemblies.
* To adopt a ‘Critical Skills’ approach to teaching, ensuring that our learners feel safe in an environment of mutual respect where they are provided with opportunities to share their ideas, news and worries on a daily basis. E.g. check in, community builders, collaborative activities.
* To differentiate tasks appropriately to ensure every child can access and engage with the curriculum and experience appropriate challenge and support each day.
* To consistently refer to our school values to promote and reinforce positive behavior throughout the school
* To create a ‘Full Value Contract’ and establish what a ‘Quality Audience’ looks, feels and sounds like with each new class.
* To promote and model positive behaviour at all times, referring to the school rules, class ‘Full Value Contract’ and ‘Quality Audience’ on a regular basis.
* To report any major behaviour incidents such as racial abuse, violence and homophobic language to the Head Teacher

**It is the parent/carer’s role:**

* To make themselves aware of and support the school’s ‘Promoting Positive Relationships’ policy.
* To respond to and work in partnership with the school to address and resolve any difficulties that may arise. It is important that pupils see us working collaboratively.
* Trust that staff will investigate incidents fairly and inform parents/carers where appropriate.
* To ensure that they support their child in meeting Cumbrae Primary School’s expectations as detailed in this policy.
* To encourage their child to respect the local community and its right to a litter free, well-mannered and harmonious environment.

**It is the pupil’s role:**

* To be responsible for their own behaviour and to meet the expectations set out in this policy, which will be explained to them by a member of staff.
* To interact in a positive manner when monitoring/buddying others.
* To treat all members of the school community with respect.

**It is the role of External Agencies such as Psychological Services, HomeLink service etc.:**

* To provide advice and guidance for staff.
* To provide support for staff, pupils and parents.

**Rules and Expectations:**

In Cumbrae Primary school we follow our ‘Golden Aims’.  They are displayed clearly throughout the building and referred to on a regular basis.

**The Golden Aims are:-**

1. Always try your best in everything you do.
2. Respect other people and our environment.
3. Take care of all school equipment and keep personal toys safely at home.
4. Be polite and mannerly showing kindness and consideration to all.
5. Stay safe in the school by moving slowly and quietly through the building.

 Guidelines for staff for responding to inappropriate behaviour are detailed in the behaviour grid.

**Specific Interval and Lunchtime expectations:**

* I will play happily with others
* I will remain outside until I am given permission to re-enter the building.
* I will throw and kick balls in a way that won’t hurt or annoy others.
* I will ask an adult to get my ball if it is kicked outside the playground.
* I will look after trees and plants by leaving them alone to grow.
* I will play in the playground that I am meant to be in.

**Behaviour that will not be accepted:**

* Physical violence
* Threatening language or actions
* Deliberate disobedience
* Bullying – verbal /physical/cyber
* Discrimination of any kind – sexual, religious, racial etc.
* Deliberate damage to property
* Theft
* Swearing

The Headteacher must be contacted immediately if any of these behaviours occur.

**Positive Behaviour Strategies:**

First and foremost Cumbrae Primary strives to create a nurturing environment and foster positive relationships within the whole school community. All staff have been trained in nurturing approaches and are encouraged to solve difficulties through restorative practice. All staff understand that all behavior is communication and that we must look beyond the behavior to help the child. All staff understand that they lead by example and that they should be courteous and interested in all members of the school community.

* Effective and prompt praise will be given for positive behaviour.
* Class points, stickers, certificates and other age appropriate rewards will be awarded for positive behaviour.  Children should be clear about how to earn these and may also be involved in devising their own class reward system.
* Points and rewards will be earned and **not** lost in Cumbrae Primary School.
* Certificates will be awarded during assemblies to celebrate achievements and effort.
* Each teacher will adopt a ‘Critical skills’ approach to teaching and learning – Check in, community builders, collaborative challenges.
* Children will be involved in evaluating their performance and behaviour and will be involved in setting their own targets.
* Regular reference will be made to the school rules, class ‘Full Value Contract’ and ‘Quality Audience’.
* Children will be given leadership roles across the school to create a sense of belonging and responsibility.
* Where appropriate, staff will acknowledge positive behaviour by issuing house coins and/or sending a note home or contacting the parent/carer.

**Rewards may include:**

* Verbal praise and recognition
* Positive stampers or stickers
* Special responsibility
* Additional curricular activity
* Certificates
* Class/group/personal points
* House coins
* Raffle ticket for weekly/termly draw
* Sent to HT/ PT for recognition

 All staff are recommended to read ‘When the Aduts Change, Everything Changes’ by Paul Dix.

This policy should be read alongside North Ayrshire Council ‘Promoting Positive Behaviour’.

School Values – Teamwork, Respect, Ambition, Inclusion, Nurture