

New Monkland Primary School



Getting it Right for Every Child

Relationships & Behaviour Policy



*Written: April 2025
Review Date: August 2027*

School Ethos

New Monkland Primary School is a welcoming and friendly school where pupils feel safe and enjoy being part of a learning community. Our Relationships and Behaviour Policy reflects our commitment to embedding the principles and ethos from the United Nations Convention on the Rights of the Child (UNCRC), where it is our expectation that everyone in our school community will be kind and respectful, and work together to succeed in providing our children with a successful learning journey through primary school. We endeavour to provide our learners with the skills that they need to be *'Ready, Respectful and Safe to allow them to become lifelong, independent learners'* (Paul Dix 2017).

Aims of the Policy

- To embed the articles from the UNCRC in creating clear and consistent boundaries of acceptable relationships and behaviour, and to ensure safety and respect for all.
- To encourage a calm, purposeful atmosphere to promote and create a positive learning environment.
- To have a consistent approach to relationships and behaviour throughout the school with parent/carers cooperation and involvement.
- To encourage independence and self-discipline.
- To create an environment which is committed to fostering a safe and inclusive ethos through trauma informed practices which prioritises wellbeing, resilience and inclusion.

It is the duty and responsibility for all people within the school community to uphold the principles within this policy. However, each individual has a specific set of responsibilities that they must action:

Rights Holder's/Children's Responsibilities are:

- To adopt the principles of the UNCRC in their everyday words and actions.
- To uphold and respect the rights of peer's and staff.
- To create a class charter with their teacher.
- To uphold the articles within the charters.
- To carry out the actions related to class charters.

Duty Bearer's/Staff Responsibilities are:

- To be an excellent role model by adopting the principles of the UNCRC in their everyday words and actions.
- To uphold and respect the rights of pupils, staff and parents/carers.
- To create a class charter with their pupils.
- To support children in upholding the articles within the charters.
- To carry out the Duty Bearer's actions related to class charters.

Duty Bearer's/The Parent/Carer Responsibilities are:

- To support staff and their child in adopting the principles of the UNCRC.

- To ensure that their child/children learn to exercise their rights and to ensure that the rights of the child are protected.
- To respect the rights of all staff members.
- To support the school in the implementation of this policy.

Promoting positive relationships and behaviour in our school:

- Pupils who display positive behaviour are recognised by being awarded a Head Teacher's certificate after nominations from class teachers.
- Each month, a pupil is awarded with a Right Respecting Schools certificate for living and respecting the principles and ethos of the UNCRC in their actions and words.
- 'School Money' is awarded by all staff members to individual children and classes where their words or actions have been exemplary.
- Each month the class who has earned the most 'School Money' is awarded Class of the Month and they collectively choose the reward that they would like to celebrate this.
- Each class teacher has a reward system to encourage and promote positive behaviour, endorsement of the UNCRC and focus and engagement.
- Individualised class Charters are created together and are displayed and referred to throughout the school day, to remind children about their responsibilities in relation to the articles they have chosen from the UNCRC to form their charter.
- Fun Time Friday is used to celebrate positive behaviour and relationships at the end of each week.

Addressing Behaviour

- Language from the UNCRC is used in restorative conversations when behaviour has not met the standards we expect.
- When standards of conduct do not meet our expectations, pupils can lose time from their Fun Time Friday in 5-minute increments. This time can be earned back the next day.
- Class teachers are the first contact when dealing with any form of behaviour.
- When there are on-going challenges, the Principal Teachers would support staff members to address the situation and in the first instance class teachers would use their professional judgement about contacting home and/or having a meeting to inform parents/carers.
- If there are persistent challenges, then the Head Teacher would become involved after both the class teacher and Principal Teacher's involvement.

New Monkland Primary School does not tolerate incidents of violence or abuse towards ANY employees. Anyone abusing an employee of this school either verbally or physically may be subject to criminal prosecution and/or withdrawal from the premises.

Ethos and Life of the School

We promote learning within a positive ethos and climate of respect and trust based upon shared values across the school community:

- Including parents, whether for young people in school or those not in school;
- All members of staff contribute through open, positive, supportive relationships where children and young people will feel that they are listened to;
- Promoting a climate in which children and young people feel safe and secure;
- Modelling behaviour which promotes effective learning and wellbeing within the school community;
- Being sensitive and responsive to each young person's wellbeing.

Our young people are encouraged to contribute to the life and work of the school and, from the earliest stages, to exercise their responsibilities as members of a community. This includes opportunities to participate responsibly in decision-making, to contribute as leaders and role models, offer support and service to others and play an active part in putting the values of the school community into practice.

At New Monkland Primary School & Nursery we are aware of the need to remove barriers that socio-economic factors present to many of our pupils and do this by ensuring that the school supplies any necessary resources, offers uniform items at reduced or no cost to parents and makes every attempt to limit costs of trips and special events and considers how best to manage contributions to charity.

Our school and nursery are committed to fostering a safe and inclusive learning environment through trauma informed practices that prioritises wellbeing and resilience to encourage all learners to meet their full potential.

We are also aware of ensuring equality of opportunities for children and families by respecting their values. We adopt promoting positive behaviour strategies to ensure that we are inclusive and supportive. Systems are designed to maximise opportunities for pupils with additional support needs to feel included and supported. We include opportunities across the school year which promotes equality and diversity through pupil voice.

UNCRC Links

Article 3: All adults should do what is best for you. When adults make decisions, they should think about how their decisions will affect children.

Article 4: The government has a responsibility to make sure your rights are protected. They must help your family to protect your rights and create an environment where you can grow and reach your potential.

Article 5: Your family has the responsibility to help you learn to exercise your rights, and to ensure that your rights are protected.

Article 12: You have the right to give your opinion, and for adults to listen and take it seriously.

Article 15: You have the right to choose your own friends and join or set up groups, as long as it isn't harmful to others.

Article 19: You have the right to be protected from being hurt and mistreated, in body or mind.

Article 31: You have the right to play and rest.

Article 37: No one is allowed to punish you in a cruel or harmful way.