

Positive Relationships Policy

Rationale

The purpose of this policy is to guide pupils, parents and staff of 'Team Coalburn' on our restorative and nurturing approach to behaviour management and building positive relationships. Here at Coalburn Primary we are committed to ensuring the best possible outcomes for our learners by providing a safe and calm environment that promotes learning and encourages creativity. This is underpinned by our core values (also known as our 3 golden rules);

1. Show Respect – children understand that everyone is unique and celebrate individuality, they listen when adults are talking and follow instructions to ensure everyone's right to learn is being upheld.
2. Be Kind – children will always use 'safe hands and feet' and use only kind words when speaking to other children and adults.
3. Try Hard - children will have a 'can do' attitude and will be willing to give anything a go. ABC- Always Be Confident!

And by the six principles of nurture;

1. Children's learning is understood developmentally - "We all learn in different ways".
2. The classroom offers a safe base - "The classroom is a safe place".
3. The importance of nurture for the development of wellbeing - "Nurture helps us feel good in our mind and body".
4. Language is a vital means of communication - "The way we speak and the words we use are important".
5. All behaviour is communication - "How we behave tells you how we feel".
6. The importance of transition in children's lives - "Everyone faces change and Nurture can help".

We recognise that consistency across the school is key to creating this inclusive and nurturing ethos, so our relationships policy sets out clear expectations and responsibilities for pupils, staff and parents.

"The best schools have absolute consistency" - Paul Dix

At Coalburn Primary recognition will be given to pupils who go 'over and above'; to create a culture of exceptionally good behaviour, and poor conduct will be given little attention. Excellent behaviour is a minimum expectation for all.

"If you consistently reward minimum standards then children will strive for minimum standards. If you reward children for going over and above, then there is no limit to their excellent behaviour." - Paul Dix

Expectations of All Pupils

- **Show respect** to all peers and adults to help create a positive and inclusive ethos.
- Listen to one another and build strong friendships.
- Listen and follow adults' instructions to stay safe and help everyone learn.
- **Be kind** to yourself and others.
- Be aware of how your words and actions affect others.
- Report any incidents of concern to a member of staff.
- Celebrate differences.
- **Try Hard** to always get involved.
- Be the best you can be by always 'giving it a go'.
- Go 'over and above' where possible.

- Be prepared to 'pay it back' - this means any wasted class time will have to be paid back in your free time.
- ABC- Always Be Confident

Expectations of All Parents

- Send your child/children to school on time and ready to learn!
- Discuss and reinforce the 3 golden rules at home.
- Celebrate with your child when they have gone over and above.
- Trust that all school staff are following the agreed steps and making decisions that are fair.
- Support your child to 'pay it back', if required.
- Have brief conversations with your child if a restorative conversation has been emailed home - but be assured that no further investigation is required. Every day is a clean slate.
- Communicate any concerns via the school office.
- Attend any requested meetings to discuss next steps if rules are not being followed.

Expectations of All Staff

- Meet and greet every child individually by name in the morning and offer a handshake.
- Model positive behaviour and relationships
- Refer consistently to the 3 golden rules.
- Recognise and praise behaviour that is 'over and above'.
- Display and use recognition boards in the classroom.
- Be calm and follow the behaviour pathway.

Expectations of Senior Leadership Team (SLT)

- Take time to welcome pupils and families at the start of the day.
- Recognise and praise learners and staff who go 'over and above'.
- Be a visible presence around the school.
- Support staff to follow the behaviour pathway.

Positive Strategies

At Coalburn Primary we will use the following positive strategies, consistently across the school, to ensure an exceptionally high standard of behaviour is maintained and celebrated.

- ☺ Recognition boards - displays in every classroom where the names of children will be displayed if they meet that day's 'over and above' target (changed daily). Children will be encouraged to work as a team to get everyone's name on the board. This will result in an agreed class celebration (e.g. short song/dance, high 5's all round, collective cheer).
- ☺ Best seat in the house- children will be selected from across the school for displaying 'over and above' behaviour and this will be recognised at the weekly assembly. These stars will be announced at the beginning of assembly and children selected will sit in VIP seats for the duration of assembly.
- ☺ 'Hot Chocolate with the HT' - The headteacher will be continually monitoring the recognition boards and looking for 'over and above' behaviour. Each week, a small number of children will receive a 'Golden Ticket' inviting them to have hot chocolate and a chat in the headteacher's office.
- ☺ Positive notes home from SLT- members of the leadership team will regularly select children going over and above and recognise this by sending a note home, so this can be shared at home.

CPS August 2023

Review August 2024

Behaviour Pathway



Adult Consistencies

- ★ Meet and Greet
- ★ Recognise "Over and Above"
- ★ Model Values
- ★ Listen and be calm

Pupil Consistencies

- ★ Follow Golden Rules
- ★ Fantastic Walking
- ★ Eyes on me
- ★ Legendary Lines

Pupil is not following 1 or more of the Golden Rules

1. Quiet reminder

2. Private Caution

4. Cool off / thinking time

3. 30 second script

5. Restorative conversation (Emotion Works Framework)

Pupil is displaying unsafe behaviour towards other children / adults

SLT

Restorative conversation (EW) completed and emailed home / Call to parent carers

Five Restorative Conversations sent home will result in meeting with Class Teacher and / or Senior Leadership Team.