

# **Positive Relationships Policy St Mary's R.C Primary**



## **Purpose**

At St Mary's R.C. Primary School we promote a nurturing approach to supporting behaviour and wellbeing based on positive relationships. We recognise that each individual child is at different stages of social learning and only through a consistent approach to the management of behaviour from all adults will we be able to achieve an environment in which children can learn and develop as caring and responsible people. This policy outlines the underlying philosophy, purpose, nature, organisation and management of relationships at St Mary's R.C. Primary School. It is a working document designed to enhance the development of positive relationships between children, adults working in school, parents and other members of the wider school community.

*'Education must develop every child's personality, talents and abilities to the full. It must encourage the child's respect for human rights, as well as respect for their parents, their own and other cultures, and the environment'. NUCRC Article 29*

## **Aims**

To create an environment which is based on praise and positive behaviour. *We catch the children doing it right.*

To define protocols which ensure that behaviour is managed consistently throughout the school with all staff following our 'Relationship Blueprint'.

To use a nurturing approach in order promote self esteem and to have emotionally consistent adults in our school at all times.

## **Our behaviour is based on three school rules:**

Be Safe

Be Respectful

Be Ready

## **Our school values underpin how we behave throughout the school.**



## **Staff**

All staff have a shared responsibility for managing behaviour throughout the school.

Staff model positive relationships, at all times.

Staff are responsible for creating a positive learning environment, having expectations for behaviour which are clear and consistent, whilst having an appreciation for the differing needs of every child.

### **Our Blueprint for St Mary's R.C. School clearly states that:**

All staff are emotionally consistent when dealing with children. We have a no shouting policy.

All staff are consistent when dealing with behaviour and follow the steps clearly defined in the relationship blueprint.

All staff focus on positive behaviour and draw attention to positive behaviours.

All staff have a shared responsibility for the relationships of all pupils - not just in their own classrooms.

All staff greet the children at the start of the day and the beginning of the afternoon in their classroom with a positive message.

All staff end the day positively praising the children who have demonstrated positive relationships.

All adults send postcards home to recognise the effort gone into behaviour and this is acknowledged / recorded in classrooms.

If parents need to be spoken to regarding a negative incident it will be done before the end of the day by phone not on the playground in front of others.

### **Celebrating Positive Relationships:**

We constantly praise and reinforce expected behaviour around our school.

We celebrate when our pupils go 'over and above' without being asked to and when they demonstrate positive relationships with adults and their peers.

We recognise and celebrate effort in behaviour.

### **Recognition of Effort:**

Putting others before themselves.

Celebrating others.

Trying to address and change behaviours.

**These are celebrated by: A postcard home from an adult which can be celebrated at home.**

**Each classroom has a recognition board / space and if a postcard has been sent home the children are recognised on the display.**

### **Golden Time**

**Golden time is given to all classes on the last session on a Friday.** This is to promote good behaviour and a reward for the class behaviour which has been what we expect throughout the week. This is not a time to use as a punishment for not finishing work nor for the whole class to miss as a result of individual behaviours.

### **Stepped Sanctions/Restorative Questions**

There are clearly defined stepped sanctions to help the pupils restore their behaviour. All staff follow these steps using the 30 second micro-script to remind children of our expectations. A restorative chat after the lesson will happen in order to help the child take responsibility for their behaviour and discuss the impact it might have had on others. The stepped sanctions and restorative questions are clearly set out in our Relationship Blueprint.

### **Pupils**

We promote intrinsic self-discipline, independence and responsibility.

Every child in our school is expected to adhere to our rules of: Be safe, be respectful and be ready at all times.

**Safe** - everyone in our school community expects to behave safely and everyone to be kept safe from emotional or physical harm.

**Respect** - everyone and everything in and around our school community deserves to be treated with respect.

**Ready** - everyone in our school community is expected to be ready to learn and behave.

We recognise that from time to time children may have specific behavioural difficulties and may need an individual behaviour plan. An individual behaviour plan may involve individual reward charts and sanctions and will be written in conjunction with parents and class teachers. When necessary outside agencies may be involved.

### **Parents/carers**

Parents/carers are expected to uphold the rules of Ready, Respect, Safe when communicating with staff in school.

Good communication between school and home is very important. We encourage parents to inform school of any issues or trauma which may affect their child's ability to be ready to learn or behave.

**If there has been an issue during the school day - parents will be phoned and informed. It is not appropriate to have these conversations on the playground in front of others.**

### **Children**

Children are encouraged to recognise effort by others - they are able to reward Value stickers to their peers in class.

### **Bullying**

Bullying is not tolerated at St Mary's R.C. School. See our anti bullying policy written in line with our Positive Behaviour Policy.

### **School Council**

Two School Council members are chosen by the class teacher (Y2 to Y6). Children who consistently uphold the school rules and show positive relationships at all times are selected.

### **Blue Caps**

Year 6 are selected for Blue Cap duties and are given extra responsibilities around school.

### **Equality**

At St Mary's R.C. Primary School, in line with the 2017 Equality Act, we aim to:

- Eliminate discrimination.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

### **This policy must be read in conjunction with:**

**Suspension Of Pupils -Policy & Procedure DESC February 2019**

**Policy on use of Physical Contact, Control or Force on Pupils DESC June 2016**

**St Mary's R.C. Primary School Anti Bullying Policy 2019**

Policy Written – All Staff May 2022 Approved By Governors.  
Reviewed February 2023 - D Martin



