SCHOOL WIDE POSITIVE BEHAVIOUR PROGRAM (SWPBP)

Related Policies
Pastoral Care

Purpose
School Wide Positive Behaviour Program enhances the capacity of St Thomas Aquinas Primary School to educate all students, staff, parents and the wider community; including those with challenging social behaviours. The purpose is to:

- improve student behaviour and reduce the number and frequency of student behaviour referrals,
- to improve staff student relationships in individual interventions,
- to improve school safety and mental health of staff and students, and
- improve academic outcomes and opportunities for the whole school community.

All that we do and say are grounded in the values we teach explicitly to our students. This policy is based on a clear premise that we act in a positive manner with the aim of restoration of relationships that may be damaged through conflict or poor behaviour choices. This is done through our whole school ‘Gatherings’, in class activities and reinforced by our Year 6 leaders.

Policy
Data based evidence will be used to consistently enforce and reinforce positive school rules – Stay Safe, Try my best, Always be Respectful. Behaviour expectations will be explicitly taught to develop clear and positive expectations of students, staff and parents.

SWPBP is a proactive process whereby the school leadership team and staff collaborate to ensure alignment with school improvement efforts, facilitate the school’s implementation of positive discipline procedures, make ongoing data-based decisions about the effectiveness of their discipline procedures / interventions, and make adjustments as needed throughout the year to enhance the success of both students and staff.

Behaviour Referral Form to the Principal/AP if excluding a student you’re your class. The form must clearly outline the student’s unacceptable behaviour. A copy of this form is then kept on file with the Principal.

Definitions

Behaviour Referral Form – Form required when sending students to an executive member that explains the student’s behaviour.

Agreed School Rules:

Our school community has agreed that a school wide statement, which sets out our expectations in a simple form, should be the basis of our words and actions. These three rules will also form the basis of class rules that are
negotiated in each class at the beginning of the year and reinforced with reminders throughout the school terms.

These rules will help us achieve our aims and support our agreed values:

- **Stay Safe**
- **Try my Best**
- **Always be Respectful**

**Strategies for Implementing SWPBP:**

The goal of SWPBP is to help students, staff and the community feel safe and happy when at school. It is vital that teachers recognise the positive actions that students make and reinforce that behaviour through appropriate recognition. All staff are encouraged to reward positive behaviour using the whole school merit system. The extrinsic reward will be constantly monitored and continually evaluated to ensure the motivation remains high and our expectations are being met.

**Anti-Bullying Policy:**

Our community is united in stating that bullying will not be tolerated at St Thomas Aquinas. This means that all members of our community – students, staff and parents/carers treat each other with dignity and respect by modeling polite speech and socially acceptable interactions.

Bullying can be defined as intentional, repeated behaviour by an individual or group of individuals that causes distress, hurt or undue pressure. It can involve all forms of harassment (including sex, race, disability, homosexuality or transgender), humiliation, domination and intimidation of others.

Bullying behaviour can be:
- **verbal** e.g. name calling, teasing, abuse, humiliation, sarcasm, insults, threats
- **physical** e.g. hitting, punching, kicking, scratching, tripping, spitting, gestures
- **social** e.g. ignoring, excluding, ostracising, alienating, making inappropriate gestures
- **psychological** e.g. spreading rumours, glaring, hiding or damaging possessions, malicious SMS and email messages, inappropriate use of camera phones.

Parents will be notified if a child is accused of bullying.

**Classroom Rules and Expectations:**

Each teacher is expected to negotiate classroom rules based on our three school rules (**Stay Safe**, **Try My Best**, **Always be Respectful**) at the beginning of the school year. These rules should recognise and support the school
Mission and Vision statements, values and core rules. It is also expected that these rules are available to parents, displayed in classrooms and re-visited often. All staff will support the SWPB in terms of actions and consequences. At all times the classroom teacher should be the first point of contact.

**Corporal Punishment:**

Under no circumstances should Corporal Punishment be used with students. The use of Corporal Punishment is not permitted in St Thomas Aquinas Primary School and the school does not explicitly or implicitly sanction the administering of corporal punishment by non-school persons including parents to enforce discipline at the school.

**Consequences:**

Whilst there is a hierarchy of action it must be made clear that certain actions may cause a higher level response, depending upon the seriousness of the incident. Therefore a student may be categorised as a level 1 or 2. Students may be categorised as a level 2 immediately as a result of a very serious breach. Staff members are expected to record on the Behaviour Referral form brief details of the incident. These details are kept on file and archived at the end of each year. Each term begins anew to allow our students a ‘fresh start’ and to demonstrate improved behaviour both in class and in play areas. (This is an agreement made with the Principal/AP and the student's family)

The mode of Restorative questions will be used as a basis for this policy. Teachers will be aware of the type of questions that they ask children in difficult situations. At certain times there may be a structured session where all involved in the situation may be guided through a restorative session with the aim being a positive outcome for all involved. (This is a verbal process only)

**Restorative questions...**

*What happened?*
*What were you thinking at the time?*
*What have you thought about since?*
*Who has been affected by what you have done?*
*In what way?*
*What do you think you need to do to make things right?*
## Hierarchy of Consequences

<table>
<thead>
<tr>
<th>Person Responsible</th>
<th>Types of Behaviour</th>
<th>Consequences</th>
</tr>
</thead>
<tbody>
<tr>
<td>Duty teacher</td>
<td>Out of bounds, Littering, Out of uniform, Unsafe play, Minor issues, Answering back, Hands on, Running in Corridor, Inappropriate Language</td>
<td>Verbal reprimand, Time out walking with teacher (1 min/year of age), Class/school rule reminder</td>
</tr>
<tr>
<td>Class teacher</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Level 1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Duty teacher</td>
<td>Bullying /perpetrator victim, Hands on feet on, Offensive language, Internet/network misuse, Refusal to comply, Continued poor choices</td>
<td>Serious consequence, Sent to AP/Principal, Details recorded and added to the Behaviour Referral file, Work with AP/Chaplin on Social Skills and Behaviour modification Plans</td>
</tr>
<tr>
<td>Class teacher</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Level 2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Duty teacher</td>
<td>After 3 offences (per term) or very serious breach of rules, Leaving school grounds</td>
<td>Phone call to parents, Parent/Teacher/Coordinator interview, Behaviour Management Plan (BMP) negotiated, Signed by AP</td>
</tr>
<tr>
<td>Coordinator/ REC</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assistant Principal</td>
<td></td>
<td></td>
</tr>
<tr>
<td>School Counsellor</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Outside Agencies</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Class teacher</td>
<td>No improvement after intervention, Continuation of previous inappropriate behaviour</td>
<td>Phone call to parents by Principal, Most serious consequence, Parent/Teacher/Principal interview, Exclusion from activities, Suspension (in school/out of school), Expulsion</td>
</tr>
<tr>
<td>Duty teacher</td>
<td></td>
<td></td>
</tr>
<tr>
<td>AP</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Principal</td>
<td></td>
<td></td>
</tr>
<tr>
<td>CEO Staff</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Principal</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Further Possible Actions taken by Principal/ AP</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Referral to counselor</td>
<td>Intervention put in place - BMP</td>
<td>Referral to outside agency, negotiated, Contact with CEO staff, Follow up interviews</td>
</tr>
</tbody>
</table>