



# Behaviour Management Policy

## **RATIONALE**

The Behaviour Management Policy at St Lawrence Primary School is closely linked with the school's Pastoral Care Policy, Bullying and Harassment Policy and Code of Conduct Policy. These policies endeavour to promote respectful, secure and healthy environments in which students can prosper.

It is believed that the school should create an environment which is supportive of individuals and groups with special needs, conducive to worthwhile learning and which demonstrates a caring concern for the well-being of all its members. Respecting the rights of all members of the St Lawrence's community underpins the philosophy of the Behaviour Management Policy and the development of a school culture that addresses the needs and rights of every member of the school community.

The Behaviour Management policy aims to foster the development and experience of responsible self-discipline among students and seeks to promote the well-being and order of the community.

The Code of Conduct establishes expectations for personal and professional boundaries concerning appropriate and inappropriate behaviour in relation to staff, students, volunteers, parents and guardians. The Code of Conduct provides guidance about behaviour, relationships, attitudes and responsibilities. Its success is based upon the recognition of the dignity, and worth of all individuals.

In order to provide a safe learning environment for all, it is essential that students recognise the need for rules regarding safety of themselves, others and property.

Everyone in the school community needs to develop skills of living and learning together in productivity and harmony. To support this, emphasis is placed on an awareness and recognition of positive behaviours, along with effective management of unacceptable behaviours. When problems are experienced in achieving these goals the focus will be that of finding solutions, whilst managing individuals with respect and dignity.

## **PRINCIPLES**

In a variety of ways, Catholic schools are successfully creating environments which are:

- Supportive of individuals and groups with special needs
- Conducive to worthwhile learning
- Enhance a sense of belonging
- Demonstrate a caring concern for the well-being of all of its members

However, every school has some students whose personal and social problems manifest themselves in behaviours which are:

- either disruptive to the teaching and learning program
- disrespectful of school rules and codes of conduct, and/or
- harmful to the well-being and security of its members

In this context, St Lawrence Primary School ensures that disciplinary measures are approached with pastoral care to foster responsibility for actions, and to both change and heal unacceptable behaviours.

## **PROCEDURES**

**Procedures for Behaviour Management are currently being reviewed to align with our Vision for Learning.**

### *Principal's Guidelines/Expectations*

When children are referred to the Principal or another member of the school's leadership team for disciplinary reasons a process is followed which is based on three fundamental understandings:

- Parents are the first and most important educators
- Every child has been created as a unique individual
- The final outcome of any discipline process must be the growth and development of the child

Once a child has been sent to the Principal an investigation by the Principal or another member of the school's Leadership Team will occur. This will involve:

1. Talking to the child
2. Talking to other children and/or other teachers or anyone that may be able to provide information regarding the circumstances of the incident. The aim here is to gather data so some sound and valid conclusions can be drawn regarding the culpability or otherwise of the child.
3. If deemed necessary parents will then be notified. The Parent is asked to discuss the matter with their child over night and to contact the Principal or a member of the leadership team once such a discussion has taken place.
4. A meeting may then be arranged between the Principal or a member of the Leadership Team, the parents and in some cases the child as well. It is expected at this meeting to be advised that the parent has:
  - discussed and dealt with the issue at home
  - that the behaviour in question will not be repeated in future
  - that no further action is required on behalf of the school
5. Each step in the process is documented and filed.

6. If however the child is again referred to the Principal the above process is repeated but a higher expectation is then placed on the parents to ensure that their child learns from the experience.
7. If the problem continues then further negotiation between the Principal and parents on how both school and home can work to help the child takes place. This may involve the imposition of negative sanctions or a referral to an outside agency.
8. In the case where a severe/extreme circumstance exists steps 1-5 are followed with clear sanction/s being proposed. In addition contact would be made by the Principal with the Catholic Education Office. During this discussion advice would be sought regarding the appropriateness of the sanction being proposed as well as a description of the process that has been followed. The parents would then be contacted and advised of the sanctions being proposed. They would then have the opportunity to establish a case for why the selected course of action should not take place.