

Bearsden Academy



Positive Behaviour Policy

RATIONALE

Bearsden Academy is a Rights Respecting School.

Every child has the right to an education. We shall take all appropriate measures to ensure that school discipline is administered in a manner consistent with the child's human dignity.

(From Article 28: The United Nations Convention on the Rights of the Child.)

RIGHTS RESPECTING SCHOOL CHARTER

<u>Pupils</u>	<u>Everyone</u>	<u>Adults</u>
<ul style="list-style-type: none">• You have a right to learn and the responsibility to allow others to learn.• You have the right to be respected as a member of the school community.• You have the right to exercise your full potential.	<ul style="list-style-type: none">• You have the right to be treated in a polite and sensitive manner.• You have the right to receive positive and constructive feedback.• You have the right to be treated as an individual.	<ul style="list-style-type: none">• You have the right to be listened to in your every day teaching and learning.• You have the right to expect homework returned to a high standard.• You have the right to expect pupils to come appropriately prepared for lessons.• You have the right to expect positive behaviour from pupils.

In Bearsden Academy, we are committed to safeguarding the rights of pupils and staff to work in an environment which encourages effective learning and teaching. Consequently no pupil has the right to disrupt effective learning and teaching for others. Our school discipline policy promotes the rights of our young people and staff to work within an ethos of mutual respect.

POLICY OBJECTIVES

At Bearsden Academy, we aim to foster the four Curriculum for Excellence Capacities in our young people in order that they may leave school fully prepared to cope with the responsibilities of adult life. To this end, we focus on the promotion of positive behaviour and implement a range of strategies to encourage all pupils to achieve success.

AIMS OF THE POLICY WITHIN THE CONTEXT OF THE FOUR CAPACITIES

SUCCESSFUL LEARNERS

- All pupils have a right to learn in an environment which is conducive to their full engagement in tasks.
- Teachers have a responsibility to set high expectations for learning and ensure that pupils maintain these standards, providing intervention as required to facilitate this.
- Parents should support their child by developing their learning through encouragement of homework, study and partnership with the school(as per school Homework Policy).

CONFIDENT INDIVIDUALS

- Pupils should be encouraged to be the best that they can be and should receive praise for their positive efforts.
- Teachers should use the merit system to reward excellent behaviour and so boost pupil confidence.
- Parents should be informed when their child experiences success in order that they can celebrate their accomplishments with them.

EFFECTIVE CONTRIBUTORS

- Pupils should seek opportunities to contribute positively to the life of the school and their achievement in helping others should be noted.
- Staff should provide opportunities for pupils to contribute to the school and acknowledge and record positive contributions.
- Parents should inform Guidance Staff or Year Heads of pupil achievements which take place outside of school.

RESPONSIBLE CITIZENS



- Pupils have a responsibility to ensure that their own behaviour does not disrupt successful learning for others and that they show respect to all members of the school (as per school Anti-bullying Policy)
- Teachers have a responsibility to implement the school behaviour policy to encourage all pupils to be all that they can be, whilst respecting the dignity of pupils.
- Parents can support the school by encouraging their children to act responsibly at all times and by working in partnership with staff.



POLICY IMPLEMENTATION
POSITIVE BEHAVIOUR MATTERS



Merits and De-merits are our way of rewarding your positive behaviour and effort and of monitoring patterns of concern to support you to improve. As our school vision statement indicates, we are committed to excellence by working together to be all we can be. You will be encouraged to work hard to be all you can be at all times.

Merits can be awarded for the following positive behaviours: 	De-merits are listed below in order from the least disruptive to learning to the most disruptive. 
Helping Others	One De-merit may be selected from the category below depending on escalation of behaviour. These are in order:
Participation	Chewing
Consistent Effort	Distracting/off-task
Increased Effort	Behaviour
Improved Behaviour	Punishment exercise
Homework	Referral to principal teacher or year head
Positive Attitude	The following De-merits may also be added to alert Guidance Staff/SMT to other areas causing concern:
The following Merits are seen as the most significant:	Equipment
Outstanding piece of work	Homework
Praise Nomination	Effort
<i>Our Vision: Bearsden Academy: Committed to excellence by working together to <u>be all we can be.</u></i>	
As you accrue Merits, we will notice this and will endeavour to acknowledge this. You may become eligible for particular rewards and opportunities.	If De-merits begin to accumulate, we will monitor your progress and will be in touch with you and your parents to help you to identify positive strategies that will help you to improve in class.
Possible Rewards when Merits begin to rise: <ul style="list-style-type: none"> Texts go home with every 5 Merits. S1-4 pupils with the most Merits over the year are recognised with a certificate of achievement at the school Awards Ceremony. 	Processes for De-merits if patterns emerge: <ul style="list-style-type: none"> Where a pattern emerges, your PT Guidance or Year Head can call home at any point. If you receive 5 De-merits in one week, your parents will be lettered to inform them. If you receive 10 de-merits, your parents will receive a letter. This continues for every subsequent ten de-merits you receive. These letters are designed to trigger a dialogue with home to ensure that we are helping you to implement positive strategies for improvement. If you receive a detention, your parents will be texted.
Be positive and excel! 😊	

ADDITIONAL ACTIONS TO SUPPORT IMPROVEMENT

- **In the case of a more severe incident, a punishment exercise may be given to a pupil.** This must be signed by a parent/carer. The return of these will be monitored by the Senior Management Team. Pupils who do not return Punishment Exercises will automatically be given lunchtime detention. Detention is supervised by the Senior Management Team.
- **If a pupil is referred to a Principal Teacher this will be logged as a demerit on Click and Go.**
- **In very serious circumstances, exclusion from school may be required.**

POSITIVE REWARDS

Pupils who consistently behave in a responsible manner will be rewarded in a variety of ways. These are detailed as follows:

- Text alerts to parents whenever five Merits are accrued.
- Letters home linked to Praise Referrals.
- Positive feedback from Guidance Teachers in PSE and Year Heads at assemblies.
- Acknowledgement of outstanding behaviour and effort through the School Awards Ceremony.

SUPPORT FOR PUPILS

Arrangements are in place to support pupils to fulfil their potential. Pastoral Care is implemented through the Guidance, Pupil Support and Senior Management Teams. This involvement may lead to early and staged intervention, (for example, referral to appropriate partner agencies) to enable all pupils to realise their full potential and break down barriers to full participation in school life.

Attendance and late-coming issues are addressed through the work of the Guidance Team and the Senior Management Team (as per the school attendance policy).

A number of staff belong to the Behaviour Group and work to pilot initiatives which will promote positive behaviour in our young people.

PARENTAL INVOLVEMENT

At Bearsden Academy, we wholeheartedly value the involvement and support of our parents and carers in ensuring that every pupil reaches their potential. In terms of promoting positive behaviour, we involve parents in the following ways:

- Merit texts are sent home for every 5 Merits received in order to accentuate the positive achievements of pupils.
- Parents will be contacted by the Principal Teacher of Guidance for their child should a pattern of behaviour be identified which gives cause for concern. This allows for dialogue between home and school to occur which clarifies the situation for parents.
- A letter is issued should a young person receive five demerits in one week.
- A letter is issued from a young person's Year Head if ten demerits are accrued.
- The Behaviour Group consults with pupils and the Parent Council to ensure that all stakeholders' views are represented when making decisions on policy and pilot schemes.

At any point, parents are welcome to contact the school by telephone to receive updates on their child's behaviour and progress.

USEFUL CONTACTS FOR PARENTS

Guidance Team		Senior Management Team	
Principal Teacher of Guidance	Tutor Groups	Year Head	Year Group
Ms. C. Lynch	1A, 2A, 3A, 4A, 5A, 6A	Mr. P Liddle	S1
Mrs. S. Duncan	1B, 2B, 3B, 4B, 5B, 6B	Ms A McCloy	S2
Mrs C. Bruce	1C, 2C, 3C, 4C, 5C, 6C	Mrs. A. Mackay	S3
Mrs. J. Westwater	1D, 2D, 3D, 4D, 5D, 6D	Mrs A. Boyles	S4
Mrs. K O'Neill	1E, 2E, 3E, 4E, 5E, 6E	Mr M. Healy	S5
Ms. C. Sinclair	1F, 2F, 3F, 4F, 5F, 6F	Mr P. Liddle	S6
Mrs. G. Zaoui	1G, 2G, 3G, 4G, 5G, 6G	Mr. G Cooper	Head Teacher

Summary of Responsibilities

Pupils should:

- **Be punctual.**
(For school, classes and homework deadlines)
- **Be prepared.**
(Wear full school uniform with blazer; bring PE kit, planner, equipment and homework)
- **Be responsible.**
(Follow instructions from staff and work to the best of their ability at all times)
- **Be respectful.**
(Treat all staff, pupils and property in a respectful and considerate manner)

Parents should:

- Ensure that their children must attend school and are on time.
- Support the school uniform policy, behaviour policy and the homework policy.
- Liaise with the Guidance Team and Year Head as appropriate to support their child.
- Respond promptly to communications from the school.
- Celebrate the achievements of their child.

Registration tutors should:

- Collect punishment exercises and return these in the blue wallets.
- Monitor late-coming and liaise with the Guidance Team.
- Monitor and reports concerns about school uniform to the appropriate Year Head.

Class Teachers should:

- Create a classroom ethos of respect and engagement in learning which promotes and rewards positive behaviour and respects the dignity of pupils.
- Follow the procedures outlined in the school behaviour policy with consistency.
- Inform pupils when they receive a merit or demerit.
- Refer any issues of concern to the appropriate promoted member of staff.
- Refer any issues of welfare to the appropriate Principal Teacher of Guidance.

Principal Teachers of Subject should:

- Monitor behaviour within their departments.
- Encourage a purposeful and consistent atmosphere of positive behaviour within their departments.
- Intervene to support staff and pupils to promote and uphold this as necessary.
- Respond to referrals from class teachers.
- Refer serious issues to the appropriate Year Head.

Principal Teachers of Guidance should:

- Check homework planners. (In line with the draft homework policy.)
- Provide appropriate information on pupils to staff.
- Discuss Merits and Demerits with pupils on a weekly basis.
- Communicate with parents regarding concerns and successes.
- Monitor late-coming, attendance and uniform.
- Provide early intervention, with partner agencies as appropriate, to support pupils.

Senior Managers should:

- Promote positive behaviour through year group assemblies.
- Monitor uniform and punctuality.
- Monitor Merits and Demerits.
- Respond to referrals from Principal Teachers.
- Supervise detention and monitor the return of punishment exercises.
- Overview statistics for their year group/s and intervene as necessary to effect improvement.
- Communicate with pupils and parents to effect improvements as required.

The Behaviour Group should:

- Meet regularly to discuss policy implementation and provision.
- Plan and organise reward activities for pupils.
- Identify strategies to support positive behaviour across the school.
- Share their work with all staff, pupils and parents.
- Share resources which support the policy implementation with all staff, pupils and parents as required.

Support staff should:

- Send text messages to parents when merits are awarded.
- Collate and share merit and demerit statistics.
- Generate letters at pertinent points for the Guidance Team and SMT.
- Manage and collate the return of punishment exercises.
- Issue detention slips to pupils.

Supply and student teachers should:

- Obtain and read the school behaviour policy.
- Follow the guidance on behaviour policy implementation in class.
- Contact the school office in order to gain access to the Click and Go system and to award Merits or Demerits.