



# ST PIUS X CATHOLIC PRIMARY SCHOOL STUDENT MANAGEMENT POLICY

Reviewed 2015  
Due for Review 2018

## PURPOSE OF DOCUMENT

This document provides policies and procedures related to:  
Behaviour Management  
Bullying and Harassment

## RATIONALE

Catholic schools have a responsibility to provide an educational environment that promotes the dignity and respect of the person. It is well established that learning outcomes, physical health, emotional, psychological and spiritual well-being can be adversely affected by bullying and harassment. St. Pius X Student Management Policy honours this vision by highlighting the value we place on creating a supportive, safe and positive school environment where staff, students and parents become known and valued members of our school community.

St Pius X Catholic Primary School aims to:

- Create a positive environment within the school and classroom, consistent with our school values
- Create a caring school environment where the rights and responsibilities of the individual are recognised and respected
- Recognise those members of the school community whose exemplary behaviour and care promotes a positive and caring school environment
- Establish a set of rules that protects the rights of all individuals
- Establish a clear set of consequences for individuals who do not accept their responsibilities and break rules
- Establish procedures so that conflicts can be resolved in a positive and non-violent manner

The rationale for developing whole-school rules, classroom rules, school values and behaviour management procedures, including reward systems, is to promote positive and responsible behaviour, which ultimately is self-managed. Through consistent application, children will understand the expectations of them in regard to managing their own behaviour and the importance of treating others with respect and care.

St Pius X Catholic Primary School Student Management Policy acknowledges and supports the research that suggests the development of resilience, positive self-esteem, empathy, cooperation, social skills and decision-making, emotional management and conflict resolution can help protect students from the harmful effects of bullying, as well as help them build positive peer relationships.

Our policies are derived from our school **Vision Statement** and the **School Values** underpinning the teaching and learning at St Pius X Catholic Primary School.

## SCHOOL VALUES

*All members of the school community are guided by our School Values in their conduct:*

<b>STUDENTS</b>	
<b>VALUE</b>	<b>EXPECTATIONS</b>
<b>SERVICE</b>	<ul style="list-style-type: none"> <li>• Work with enthusiasm.</li> <li>• Assist the teacher and classmates without seeking recognition.</li> <li>• Take action to ensure the school environment is cared for.</li> <li>• Be proactive in assisting others.</li> </ul>
<b>EXCELLENCE</b>	<ul style="list-style-type: none"> <li>• Set realistic goals for learning and behaviour.</li> <li>• Commit to practising key skills and developing your talents.</li> <li>• Acknowledge the skills and talents of others.</li> <li>• Strive to reach your full potential.</li> </ul>
<b>AUTHENTICITY</b>	<ul style="list-style-type: none"> <li>• Be honest with yourself and others.</li> <li>• Listen to your conscience and do the right thing.</li> <li>• Stand up for what is right.</li> </ul>
<b>RELATIONSHIP</b>	<ul style="list-style-type: none"> <li>• Act to assist those in need.</li> <li>• Greet others warmly and with respect.</li> <li>• Accept others' differences.</li> <li>• Act with empathy and compassion.</li> <li>• Be welcoming to all our community.</li> </ul>
<b>COURAGE</b>	<ul style="list-style-type: none"> <li>• Persist in the face of difficulty.</li> <li>• Be willing to accept challenges and try new things.</li> <li>• Admit mistakes and learn from them.</li> </ul>
<b>HOPE</b>	<ul style="list-style-type: none"> <li>• Celebrate the joy of life with others.</li> <li>• Be optimistic and positive in your demeanour.</li> <li>• Open your heart and mind to Jesus in prayer.</li> </ul>

## ANTI-BULLYING AT ST. PIUS X

Bullying is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Bullying can happen face to face; at a distance; or through information and communication technologies.

Some conflicts between children are a normal part of growing up and are to be expected. These conflicts or fights between equals and single incidents are not considered bullying, even though they may be upsetting and need to be resolved.

At St Pius X School children are taught that they have the right to:

- Live with peace and safety
- Be an individual and to be proud to be different
- Be treated respectfully
- Say no when they believe something is wrong
- Tell a staff member when someone is making them unhappy
- Protect themselves when being bullied

Together with children's rights come their responsibilities. At St Pius X School children are expected to:

- Promote zero tolerance for bullying
- Work with their peers to stop bullying
- Inform staff members when they recognise a bullying situation
- Discourage bullying behaviour amongst their friends
- Actively support peers who are victims of bullying

Staff at St.Pius X promote an anti-bullying climate by:

- Actively discouraging bullying
- Modelling respectful behaviour in their interactions with students
- Educating students about bullying and facilitating class discussions
- Minimising the opportunity for bullying to occur through stimulating classroom environments and classroom management techniques
- Listening to and supporting those who believe they are being victimised
- Assisting students to develop problem solving, assertiveness, and conflict resolution skills

What you can expect from our school:

- Your child's experience will be listened to and taken seriously
- Support to assist your child to avoid being bullied in the future
- Your child will be supported, through the development of strategies, to ensure bullying is reduced
- The school will work with children and parents of children who bully, with the aim to modify and minimise their bullying behaviour. This includes applying appropriate consequences and engaging children in self-reflective processes

For more information on how to support your child if you feel they are being bullied, please refer to the 'Anti-Bullying Charter' on our school website.

## **ROLE OF SOCIAL WORKER**

Where appropriate, students or families may be referred to the school Social Worker.

The social work service at St Pius X exists primarily to support children and families experiencing social and emotional difficulty that impacts on their learning, and to optimise all children's wellbeing and experience at school. This may involve individual, small group or classroom programs, work with parents and families, and community work within the school.

In regards to behaviour management, the social worker encourages and promotes positive behaviour and social skills amongst the school community. They are available to support teachers in managing difficult student behaviour and can assist with student behaviour support plans. Parents may be encouraged to meet with the social worker when their child is experiencing behavioural issues. Students are offered individual support to manage any personal issues, develop social skills or improve emotional regulation, in order to achieve more positive behaviour.

## **BEHAVIOUR MANAGEMENT- CLASSROOM LEVEL**

Classroom teachers base their behaviour management at a classroom level on the principles of Magic 1,2,3. This strategy allows teachers to deal with behavioural issues in an unemotional manner and encourages students to think about their own behaviour. While teachers will adapt and adjust this strategy to suit the age and needs of their class, the basic principles will be consistent throughout the school.

Magic 1,2,3 typically is based upon counting a child who is showing an undesirable behaviour. When an undesirable behaviour occurs, the teacher counts that child a '1', in an assertive, but unemotional voice. The teacher does not explain or rationalise their decision to count the '1', thus encouraging students to think about their own behaviour.

If a second undesirable behaviour occurs, the child is counted a '2', once again no explanation or rationalisation is given. If they are counted a '3', they receive an age-appropriate consequence established by the class at the beginning of the year.

Each day, students start afresh, their numbers don't carry over to the next day.

## **BEHAVIOUR MANAGEMENT-PLAYGROUND**

All teachers at St. Pius X strive to create a safe, positive and rewarding play environment by arriving at duty on time, circulating in and around the play area, intervening where necessary and maintaining supervision over games, conversations and behaviours.

Teachers are to record any concerning behaviours, incidents or injuries in the incident file, which they carry while on duty. A member of the leadership team is to frequently review the Incident File and follow up on incidents as necessary.

Any serious incidents of undesirable behaviour should be brought to the attention of the leadership team immediately.

## SCHOOL RULES

*A set of whole school rules guide student behaviour throughout the school and were developed to reflect our School Values. These complement classroom rules that the students develop with their teacher at the beginning of each year.*

**\*Treat all people with kindness and respect**

**\*Use manners at all times**

**\*Listen and follow instructions**

**\*Treat our school and wear our uniform with pride**

**\*Keep yourself and others safe**

## PASTORAL CARE NOTES

All staff members are required to record any behavioural, social or medical concerns relating to students as pastoral care notes on SEQTA. All entries in the playground Incident File are to be recorded on SEQTA as pastoral care notes by a member of the leadership team.

## OUR BEHAVIOUR HAS CONSEQUENCES

*We are responsible for how we choose to behave.  
Positive behaviour will be rewarded and negative behaviour  
has a consequence.*

### ENCOURAGING POSITIVE BEHAVIOUR

When students demonstrate genuine respect and care for others by acts of kindness, courtesy, awareness of the school environment or simply positive behaviour, this will be acknowledged and rewarded. This is the preferable method of encouraging positive behaviours. Teachers may choose to develop individual reward systems in their classrooms.

Values Awards are presented at Monday morning assembly. Staff and students nominate members of the school who have displayed one of our School Values, to receive these awards.

### CONSEQUENCES FOR NEGATIVE BEHAVIOUR

There will be rare occasions where students may require discipline above the Magic 1,2,3 classroom procedures. In this situation a member of the leadership team may become involved in the disciplinary action.

We believe we need to work at building relationships. When we have to discipline students it should be done so in a manner that will not damage our relationship with them. Likewise, when consequences are required, they should be applied in an impartial and unemotional way if possible, without humiliation or intimidation. Students should understand that they have chosen to receive that consequence as a result of their actions. It is expected that parents will support the disciplinary actions taken by the school. as a condition of enrolment.

We believe that students should be given every opportunity to make 'a fresh start' after inappropriate behaviour/s have been dealt with.

Consequences are to be age-appropriate and proportional to the seriousness of behaviour. The unique circumstances and emotional needs of each child needs to be taken into account when assigning consequences.

A member of the leadership team may choose to impart one of the following consequences:

#### **WITHDRAWAL**

Students may be withdrawn from the playground or classroom for a period of time, or withdrawn from school events, at the discretion of the leadership team. They may also have a privilege withdrawn as a consequence of negative behaviour.

### **IN SCHOOL SUSPENSION**

In the case of serious misconduct or a series of misdemeanours and following a review by members of the leadership team, it may be decided that an in-school suspension is warranted.

- This will be held at the school in the administration area under supervision.
- The students will sit and complete work.
- There is to be no contact with other students.
- Recess and lunch breaks will be taken at different times to the rest of the school.
- Duration of in-school suspension may range from a half a day to three days.

### **OUT OF SCHOOL SUSPENSION**

St Pius X School's policy on 'Out of School Suspension' is guided by the policy of the Catholic Commission of WA, which states:

"Suspension means temporary withdrawal of a student's rights of attendance at school. It is a disciplinary measure which may be invoked by the Principal, where a student's conduct and behaviour are deemed prejudicial to the good order or reputation of the school."

(Catholic Education Commission WA Policy, July 2001)

Parents will be notified of a pending or proposed suspension so that steps can be taken to avoid this course of action. The Principal will work in partnership with the leadership team, parents and key staff members, taking into account all previous circumstances prior to invoking an out of school suspension.

Please note: If an action is deemed serious enough then the leadership team may choose to go directly to this form of consequence for a student's inappropriate action.