



# **HOLY CROSS SCHOOL**

## **POSITIVE BEHAVIOUR POLICY**

### **Mission Statement**

At Holy Cross Catholic School we promote a true sense of belonging within a Christian environment, which embraces Gospel values.

Our commitment is to support, encourage and challenge individual development, with respect for the just and equitable rights of each person.

# **HOLY CROSS POSITIVE BEHAVIOUR FRAMEWORK**

*Based upon and read in conjunction with the “CES Cairns Operational Policy and the Bishop’s Commission for Catholic Schools “*

## **Purpose**

At Holy Cross School we promote a true sense of belonging with a Christian environment, which emphasises Gospel values. Our commitment is to support, encourage and challenge individual development, with respect for the just and equitable rights of each person. We emphasise the importance of the development of the whole person and the teaching of positive behaviour strategies.

Charism is a gift of the Holy Spirit, a living passion, the beliefs and values that the Catholic community shares. These are reflected in what is done, how it is done and who is doing it. In a Catholic Christian educational context, Charism can be viewed as a spiritual energy that permeates our community based on significant people, virtues and stories.

At Holy Cross, our charism is built upon our school’s identity as a centre of, well-being and learning in the Catholic tradition through:

### **Relationships:**

- Accepting others and building lots of different relationships with everyone.
- Treating each other with respect and love, like family.
- Including and accepting all for who they are and having fun together.

*“Just at the foot of the cross, Jesus said to his mother, “woman here is your son. Then to the disciples, “Here is your mother. From that moment, the disciples accepted her as his own.” John 19:25*

### **Community:**

- Acting as one body and one community, getting together as one school to pray, to learn, to play and to celebrate.
- Helping those within our community as well as beyond it.

*“For as in one body we have many members, and the members do not have all the same function, so we, though many, are one body in Christ, and individually members one of another.” Romans 12:4-5*

### **Service:**

- Showing compassion to the less fortunate and serving as Jesus would want us to.
- Gathering as one to make a difference.
- Following in Jesus’ footsteps and treating others as we would like to be treated.

*“If any man will come after me, let him deny himself and take up his cross daily, and follow me.” Luke 9:23*

### **Stewardship:**

- Caring for the environment as God’s creation.
- Looking after our families, those in our community, people in our local area and those beyond it, in an empathetic way.
- Respecting God’s house; our church.
- Encouraging all to make a difference in the world in some way.

*“As each has received a gift, use it to serve one another, as good stewards of God’s varied grace.” Peter 1:4-10*

## Rationale

### **Bullying and Anti-Social Behaviour**

Holy Cross actively promotes a positive approach to behaviour management. Students are encouraged to behave in positive ways and to take responsibility for their actions. The school aims to provide a safe, supportive learning environment that is free from all forms of intimidation and harassment. Our school affirms each person's worth and dignity through our promotion of the value of respect. Bullying strikes at the very basis of this value and thus bullying in all its forms will not be accepted within the school community.

Bullying is a repeated and willful misuse of power by an individual or group to oppress, hurt, intimidate, embarrass or put another person under stress. There are three main types of bullying:

- Physical – hitting, kicking, punching, taking or damaging belongings, pinching, pushing, violent physical attack
- Verbal – name calling, insulting, racist remarks, obscenities, telephone harassment, sexual harassment
- Emotional – spreading rumours and nasty stories, exclusion, threat of harm, threatening gestures or isolation

The Holy Cross Positive Behaviour Framework is written in accordance with the **Catholic Education Anti-Bullying Policy, 2013** which outlines the expectations of Catholic Education Services for all schools in the Diocese of Cairns to develop and implement effective strategies to address school bullying, consistent with the Queensland Schools Declaration against Bullying and Violence.

*Reference: Student Anti-Bullying Policy*

### **Consequences**

- The Holy Cross community will aim to eliminate bullying through whole school supportive practices, community involvement, awareness and education.
- The school community will create an environment of trust and understanding where:
  1. victims feel empowered to seek help to deal with the situation;
  2. bullies are supported to change their behaviour; and,
  3. the opportunity for reconciliation is provided.
- A clear set of procedures will be put in place to guide staff, parents and students.

In accordance with our Mission Statement, we aim to develop responsible citizens who consciously attempt to live the gospel values of forgiveness, acceptance, justice, community and respect in their everyday lives.

As an authentic Catholic school, our community recognises that each student is entitled to a socially just education where they are able to achieve their full potential, in an environment that is characterised by:

- an ethos centred on the person of Jesus and the values exemplified in the gospel;
- an emphasis on the development of high quality interpersonal relationships;
- a curriculum that caters for all learners;

- a high level of co-operation and collaboration amongst staff, parents and students;
- non-discriminatory organisational and administrative procedures;
- regular opportunities for the monitoring and review of school practices, policies, plans and procedures; and,
- a clearly stated, and consistently implemented, school behaviour management plan that encourages students to make choices and accept responsibility for their own behaviour.

The Holy Cross Positive Behaviour Framework is written and works in accordance with the following Catholic Education Services overarching policies:

*Student Management - Suspensions, Expulsion and Detention, 2013*

***(Soon to be Responding to Unacceptable Student Behaviour, 2019)***

*Student Physical Restraint Guidelines and Procedures, 2014*

*Student Protection Processes and Guidelines, 2018*

*School Attendance and Truancy Guidelines and Procedures, 2018*

## Reflection and Guiding Principles

The following are the principles on which our Positive Behaviour Framework is based.

1. All members of our school community have rights, which need to be respected, and responsibilities to themselves and others.
2. We have a Positive Behaviour Matrix and school rules, which promote these rights and responsibilities. (Please refer to Appendix I School Handbook)

### **HOLY CROSS SCHOOL RULES**

- 1. REMEMBER – SAFETY FIRST.**
- 2. RIGHT PLACE, RIGHT TIME.**
- 3. BE RESPECTFUL TO SELF, OTHERS AND THE ENVIRONMENT.**

3. All rules and expectations are clearly displayed in all learning spaces.
4. At the beginning of each new Term and regularly throughout, we explicitly teach and model the positive behaviours that we expect all members of our community to abide by.
5. Teachers keep records of student behaviour via the SBSS Database and in the hardcopy playground folders kept in the staffroom (collated electronically weekly by Diverse Learning Team Delegate)

6. Positive behaviours are rewarded.
7. The Holy Cross Positive Behaviour Team meet on a fortnightly basis to analyse data and determine weekly focus and direction. The team:
  - Discuss the collated data recorded by teachers across the school for behaviours with all staff at Staff meeting including action plans to reduce negative data.
8. SEL programs and restorative practices are used to promote the building of healthy relationships.
9. We recognise that all children are inherently good.
10. We acknowledge that poor choices affect others.
11. Honesty and forgiveness, as modelled by Jesus, provides a way forward.
12. All matters are dealt with in a confidential, compassionate and dignified manner.
13. Partnership with parents is essential in supporting students when they are unable to make appropriate choices.
14. The Holy Cross Diverse Learners Team Meets weekly and will:
  - On referral, discuss the care management for students at risk. A meeting is scheduled with student, parent/s, classroom teacher and a member of the Diverse Learning Team to discuss the specific goals for each student which reflects the targeted behaviours and records these on their Daily Monitoring Cards which are signed and kept on the student's file upon completion.
15. Catholic Education Services (CES), Centacare and other agencies can be accessed for additional support, when required.

## Review

This Positive Behaviour Framework will be reviewed by a team of teachers and parents within