

# Taigh Sgoile na Drochaide - Behaviour Policy

Revision: 1

Effective date: 2021-Feb-08

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## 1. Introduction

This policy defines expectations for student behaviour, and creates an outline of how breaches of those expectations are managed.

## 2. Policy Statement

This policy is designed to establish equitable and appropriate disciplinary measures to encourage positive behaviour and so that all students in the school are treated equally if they breach the standards of behaviour, with the goal of preventing inappropriate behaviours and encouraging positive relationships between students.

## 3. Behavioral Expectations for Children

- 3.1. Behavioural expectations will be relative to a student's age, stage of development and individual situation.
- 3.2. Students will be expected and encouraged to follow the Inclusivity and Diversity Policies, and any other school policies relative to student behaviour.
- 3.3. Students will be expected and encouraged to share and respect toys and other school materials.
- 3.4. Unless otherwise advised, students will be encouraged to leave personal toys and electronics at home.
- 3.5. Students will be expected and encouraged to be respectful when communicating with other people.
  - 3.5.1. This means no swearing, name calling, or rude language (e.g. potty humour/language etc.) and an appropriate tone and volume of voice for the situation.
  - 3.5.2. This also means that when a presentation is being delivered, by a teacher or a visitor the students should be either listening, or not interfering with those who want to listen.
- 3.6. Students will be expected and encouraged to be respectful of their environment, both as it regards the classroom as well as the natural environment.

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- 3.7. Students will be expected and encouraged to respect their peers', and all people's, personal space.
- 3.8. Students will be expected and encouraged to stay with the school group and listen to teachers and volunteers when on an excursion.
- 3.9. Students will be expected and encouraged to act with their own and other's safety in mind.
- 3.10. Students will be expected and encouraged to avoid all forms of violence and settle any disagreements calmly with their words.
- 3.11. Students will be expected and encouraged to refrain from any other behaviours that are socially unacceptable.
- 3.12. Students will be expected and encouraged to accept responsibility for their behaviour.
- 3.13. Students will be expected and encouraged to act with academic integrity.

## 4. Disciplinary Strategy

- 4.1. The school will follow a Montessori inspired approach to discipline.
- 4.2. All discipline, whether as part of our Montessori Strategy, or otherwise, will be based on a child's individual age, stage of development and personal situation.
- 4.3. This means a learning approach will be taken to basic discipline, with the natural consequences, both positive and negative, of actions being used as a learning tool. Showing students that by doing things in a certain way they can have more responsibility and freedoms.
  - 4.3.1. In this way, the child's own desire to participate in activities, to have certain responsibilities or to learn certain things, are used as a motivation to teach them appropriate behaviours.
  - 4.3.2. This will be accomplished by kindly offering choices to, and talking through decisions with students and explaining these natural consequences to them. This includes the following:
    - 4.3.2.1. Tailoring these explanations to the child.
    - 4.3.2.2. Simplifying explanations when necessary.

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- 4.3.2.3. Helping a child to understand more abstract consequences by simplifying or contextualizing them on their level.
  - 4.3.2.4. Being mindful and supportive of the child's feelings and reactions to certain outcomes, and help them learn from both positive and negative outcomes.
  - 4.3.2.5. Any choices that are presented to the child should be given within a set of parameters. Giving the child a true freedom of choice but allowing the teacher to maintain control over the behavioural lesson that is at the heart of the choice.
- 4.3.3. The goal is to develop a rapport with students, build their own capacity to understand the causality of their actions, and to help develop a constructive and positive self discipline.
- 4.3.4. When a child wants to make a choice that is not permissible, they should always be allowed to express their emotion and disappointment and the teacher will be kind and receptive of this emotion. Any reasoning and teaching should be done after the student has been allowed to express their disappointment.
- 4.4. Similar logic should be used for events of cheating or dishonest behaviour, e.g. the choice of the child should be challenged kindly and used as a learning opportunity and the consequences will be discussed with the student.
- 4.5. Attendance is treated as mandatory, however, a student should not be penalized for being late or missing time.
- 4.5.1. Parents are encouraged to let the teacher know if it was the student who caused themselves late. In this case it will be again used as a learning opportunity for the child, so that they may learn why it is important to be on time and what they can gain from being on time.
  - 4.5.2. Parents are to let the school know when a child will miss class due to an illness, appointment, or other necessary reason, so that the School has a record in case of emergency, and so that the child can learn that it is ok to not always be able to make it to school.
- 4.6. In the event that a student has breached the anti-bullying or diversity policy the following actions should be taken.

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- 4.6.1. All breaches, as well as follow up measures, will be recorded and kept on file.
- 4.6.2. The student who has committed the infraction will be asked to apologize and will listen to how their behaviour affected the other student.
  - 4.6.2.1. This will be accompanied by the teacher following up and asking the student to reflect on their actions and help them understand why what they did was wrong.
- 4.6.3. The teacher will notify the parents of both parties, so that they are aware of the situation.
- 4.6.4. Should a student breach these policies habitually they will meet with both the teacher and their Guardian(s) in order to find the source of the behaviour and attempt to make changes to inappropriate behaviours.
  - 4.6.4.1. This process will be collaborative between the student, their Guardian(s) and the teacher, with the goal of having the student realize the severity of their actions.
  - 4.6.4.2. All parties will give input into how they feel the situation can be changed, and the child will be asked what they can do differently.
  - 4.6.4.3. The teacher has the final say in terms of disciplinary actions, but should take all reasonable suggestions into account.
- 4.7. In the most extreme of cases, for example when another student or staff member's safety is seen to be in danger, the working group may choose to suspend or expel a student.
  - 4.7.1. There will need to be documented incidents of the behaviour as well as the actions taken prior to either of these actions.
  - 4.7.2. It will be encouraged by the school that, during the period of suspension, professional help be sought to help correct the behaviour(s) that led to the suspension.

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## 5. Behavioral Guidelines for Employees

- 5.1. All employees must follow the Anti-Bullying, Diversity, and any other policy that mentions actions that they ought to take.
- 5.2. They must also follow the above guidelines for students, while working, as it is part of their job to impart these standards to the students.
- 5.3. Any complaint made against a member of staff will be taken seriously by the Working Group, as befits the level of the grievance.
  - 5.3.1. This means that the Working group will investigate the seriousness, and credibility of the complaint and decide what needs to be done as a means of follow up. The teacher and the complainant will be advised when the Working Group has finished investigating and what actions (if any) will be taken.
  - 5.3.2. Actions could include anything from the dismissal of the complaint with an explanation of why the Working Group came to that decision to the dismissal of the staff member, if the complaint is found to be credible and is serious enough to warrant such action. Any other actions will be decided by the Working Group and be subject to the employee's contract and labour laws.

## 6. Conclusion

- 6.1. This policy acts as a guide for disciplinary actions taken by the school, as well as the behavioural expectations that the school has for its students.
- 6.2. This policy will be reviewed annually or as appropriate to ensure its effectiveness.

### Revision History & Approval

Revision	Date	Approved by
1	2021-Feb-08	Kenneth MacKenzie