

# Student Behaviour Policy



## Purpose

The St Joseph the Worker Primary School Student Behaviour Policy reflects the school community's shared expectations in relation to student engagement, attendance and behaviour. This Policy sets out the clear processes to be followed in order to support students' behavioural, educational and emotional engagement.

This Policy provides an overview of how St Joseph the Worker Primary School will:

- promote positive behaviour in the school community
- seek to prevent behavioural issues
- respond to challenging student behaviour occurring at school, at a school activity away from the school grounds or while travelling to or from school or a school activity.

This Policy should be read in conjunction with all School policies and the [CECV Positive Behaviour Guidelines 2018](#).

## School Profile

St Joseph the Worker Primary School is committed to providing equitable access and opportunity for all. The School considers that awareness of, recognition of, and responsiveness to the needs and rights of all individuals are essential to human dignity. Inclusive practices embrace and celebrate diversity, invite belonging and provide opportunities for participation and achievement of appropriate learning outcomes.

Foundational to our work with students, families and the school community is the building of genuine, authentic relationships. The development and promotion of high-quality relationships are responsibilities shared by all members of the school community. All teachers, students, families, parishes and the wider community contribute to fostering life-affirming relationships that recognise and support the inherent dignity of each person.

## Rationale St Joseph the Worker Primary School

At St Joseph the Worker Primary School, we strive to provide an inclusive education, which values diversity and celebrates difference. Diversity is enacted through a pedagogy of inclusion and a commitment to uphold the rights of all to be welcomed, valued, acknowledged and actively engaged in education. Our learning community is committed to processes that support all students to make optimal progress and respect the rights of all students to learn in a positive and supportive environment. We seek to provide successful participation and to intervene as early as possible when students are not actively engaged in learning. Student behaviour is linked to the quality of the learning experiences. Purposeful, authentic, and relevant learning experiences that are of a sufficiently challenging yet achievable standard maximise positive behaviour.

## Vision

Inspired by St Joseph, we strive to be an inclusive faith community that challenges and supports each individual, ignites a passion for learning and empowers each to be a steward of creation.

Let us work together.

## **Mission**

St Joseph the Worker Primary School is committed to providing educational opportunities that actively welcome, engage, inspire and challenge all students to learn in a safe and enlivening Catholic environment.

Fundamental beliefs in all Catholic schools are the values of love, respect, compassion, tolerance, forgiveness, repentance, reconciliation and justice. These core beliefs are at the heart of the way we promote positive behaviour and challenge inappropriate behaviour at St Joseph the Worker Primary School.

The safety and personal wellbeing of all members of our school community is paramount. We endeavour to maintain a calm, gentle and respectful school environment. We expect our students to allow their teachers to teach and their classmates to learn. We acknowledge the power of affirmation with our students and seek ways to encourage students to meet our behavioural expectations.

## **Aims**

Our school is a community that exemplifies the gospel values of love, forgiveness, justice and truth. Our school community recognises that everyone has the right to be respected, to feel safe and be safe and, in turn, our school community acknowledges each member's own obligation to behave responsibly. This Policy is intended to guide our school's actions. It has been developed in consultation with the school community and seeks to prioritise respectful relationships and safety in response to the rights and needs of all members of the school community. A safe and supportive environment respects the rights of all students to learn, the rights of all teachers to teach and the rights of all members of the school community to be safe.

Every person at the school has a right to feel safe, to be happy and to learn. Therefore, our school aims:

- to promote the values of honesty, fairness and respect for others
- to acknowledge the worth of all members of the community and their right to work and learn in a positive environment
- to maintain good order and harmony
- to affirm cooperation as well as responsible independence in learning
- to foster self-discipline and to develop responsibility for one's own behaviour.

## **Guiding Principles**

St Joseph the Worker Primary School strives to build a safe and positive school environment that is guided by Gospel values and honours the dignity of the individual, the family and the school.

The development and promotion of high-quality relationships are responsibilities shared by all members of the school community. Teachers, students, families, parish members and the wider community contribute to and share in the responsibility to foster life-affirming relationships that recognise and support the inherent dignity and safety of each person. All members of the school community are expected to contribute to the mission and vision of the school and to understand their rights and acknowledge their obligation to behave responsibly.

As a provider of Catholic education, the school Principal will take into account the need for the school community to represent and conform with the doctrines, beliefs and principles of the Catholic faith when making decisions regarding matters of school administration, including enrolment. Pupils and families who are members of other faiths are warmly welcomed at our school. However, the school reserves its right to exercise its administrative discretion in appropriate circumstances, where it is necessary to do so to avoid injury to the religious sensitivities of the Catholic school community.

It is vitally important that the school is made fully aware of each child's individual circumstances insofar as these may impact upon his or her physical, functional, emotional or educational needs, particularly where the school is required to provide additional support to the child.

## **ST JOSEPH THE WORKER SCHOOL RULES**

At St Joseph the Worker we expect everyone to be respectful, responsible and safe.

Therefore we:

- Follow directions
- Listen to the speaker
- Speak appropriately
- Hands off
- Take care of all property and the environment
- Move safely

### **Definitions**

- Behaviour is defined as the way in which one acts or conducts oneself, especially towards others. In general terms, it can be considered to be anything we say or do.
- Appropriate behaviour is behaving in a manner that is suitable for a public gathering, respecting the other members of the forum (class, meeting, assembly, gathering) and treating others as you would wish to be treated. Members are encouraged to take responsibility for their actions and to show mutual respect, maturity, and common sense. In general, appropriate behaviour is any behaviour that contributes to the positive learning environment and aligns with our school rules, codes of conduct and behavioural expectations.
- Inappropriate behaviour or unacceptable behaviour (including bullying, harassment and victimisation), may involve actions, words or physical gestures that could reasonably be perceived to be the cause of another person's distress or discomfort. Unacceptable behaviour does not have to be face-to-face, and may take many forms such as gestures, written, telephone or e-mail communications or through social media.
- Discriminatory conduct is conduct whereby an individual is treated less favourably on the basis of a relevant attribute, including their sex, race, sexual orientation, age, disability, religion, physical appearance or belief or gender reassignment. Such action may constitute discriminatory conduct that is contrary to Commonwealth and Victorian anti-discrimination legislation.
- Bullying is a broad concept which may generally be characterised as offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means that undermine, humiliate, denigrate or injure the recipient. Bullying generally involves a series or pattern of events in which one individual has demonstrated unacceptable behaviour towards another individual. Please refer to St Joseph the Worker Primary School Bullying Prevention Policy for further details.
- Challenging behaviour is behaviour that significantly challenges the day to day functioning of the school. The behaviour impacts on learning and interrupts students' and staff capacity to feel safe or function in a safe and orderly environment.
- At Risk behaviour is any behaviour that has the potential to cause harm or injury to self or other. This includes physical, emotional or psychological harm.
- Criminal offences refers to forms of unacceptable behaviour that may be serious enough to constitute a criminal offence. If St Joseph the Worker Primary School becomes aware that an offence has been or may have been committed, these concerns will be reported to the police or other authorities, as appropriate.

### **Legislative Context**

The *Education Training and Reform Regulations 2017* (Vic.) (sch 4 cl 12) outlines the School's obligations to ensure that the care, safety and welfare of all students attending the School. In discharging its duty of care responsibilities, the School and teaching staff must exercise professional judgment to achieve a balance between ensuring that students do not face an unreasonable risk of harm and encouraging students' independence and maximising learning opportunities. Non-teaching staff, volunteers and external providers must exercise judgment appropriate in the circumstances. The school must also comply with legislation related to Occupational Health and Safety for staff.

Relevant Australian and Victorian legislation inform this document including:

- *Education and Training Reform Act 2006* (Vic.)
- *Education and Training Reform Regulations 2017* (Vic.)
- *Disability Discrimination Act 1992* (Cth)
- *Disability Standards for Education 2005* (Cth)
- *Equal Opportunity Act 2010* (Vic.)
- *Occupational Health and Safety Act 2004* (Vic.).

This document should be read in combination with the CECV Positive Behaviour Guidelines 2018 and is also informed by the following resources:

- Victorian Registration and Qualifications Authority (VRQA) policy requirements
- National Safe Schools Framework <http://www.education.gov.au/national-safe-schools-framework-0>
- Excel: Wellbeing for Learning in Catholic School Communities
- Health Promoting Schools Framework [www.ahpsa.org.au](http://www.ahpsa.org.au)
- CECV Intervention Framework 2015 [www.cecv.catholic.edu.au/publications/CECV-Intervention-Framework.pdf](http://www.cecv.catholic.edu.au/publications/CECV-Intervention-Framework.pdf)
- Diocesan policy and regulations
- [CECV Safe and Sound Practice Guidelines](#)

### Shared Behaviour Expectations

The School recognises the importance of providing clear guidance and expectations which are applicable to all members of the school community.

At St Joseph the Worker, we acknowledge a need for a whole school management plan in order to have a respectful and safe environment. In keeping with our vision statement, staff acknowledge we need to work together to provide positive and consistent action that nurtures responsible behaviour. In Making Jesus Real, we try to live our faith in our actions and our words. We believe we must give students the tools to feel the spirit of Jesus every day and find the God moments that happen around them.

Our school expectations and consequences are in place to ensure safety, point out inappropriate behaviour, guide students to behaviour that is more appropriate, restore relationships and enable personal growth. We have a responsibility of giving out consequences for inappropriate behaviour, but more importantly with the responsibility of teaching students, more appropriate ways of behaving.

We acknowledge the important role of families with student management. The school and the family must work together in partnership for the benefit of the child.

The school does not allow corporal punishment under any circumstances or students to remain after school hours.

This policy will be shared with our community at the beginning of every year with parents/carers via our newsletter, app and website.

The expectations and procedures are explicitly taught as part of our 'Myself as a Learner' Inquiry at the beginning of each year.

The table below sets out the School's expectations for its students, parents and staff.

Students are expected to:	Parents/Carers are expected to:	Principals/Teachers & Staff will:
1. take responsibility for their learning and have high expectations in themselves that they can learn	1. have high expectations of their child's behaviour, understand and support the implementation of the	1. promote positive reinforcement and enhance student self-esteem by having a

	School's behavioural expectations	planned approach for recognising and responding to appropriate behaviour
2. model the St Joseph the Worker's core values of respect, endeavour, communication, trust and teamwork	2. openly communicate with the School in regard to their child's circumstances	2. deliver an inclusive and comprehensive curriculum which promotes positive behaviours and emphasises the well-being of every child focusing on pro-social behaviours
3. take responsibility for their own behaviour and the impact of their behaviour on others	3. cooperate with the School by assisting in the development and enforcement of strategies to address individual needs	3. employ whole school and classroom practices to establish a climate in which appropriate behaviour is the norm for all students and focus on the implementation of preventative and early intervention strategies to deal with attendance and behavioural issues
4. comply with this Policy and work with teachers and parents in developing strategies to improve outcomes to: <ul style="list-style-type: none"> <li>a) obey all reasonable requests of staff</li> <li>b) respect the rights of others to be safe and learn</li> <li>c) respect the property of others.</li> </ul>	4. provide complete, accurate and up to date information when completing an enrolment form and supply the School, prior to and during the course of enrolment, with any additional information as may be requested, including copies of documents such as medical/specialist reports (where relevant to the child's schooling), reports from previous schools, court orders or parenting agreements	4. consistently apply this Policy through a shared collegiate understanding and only exclude students in extreme circumstances
	5. comply with the school's behaviour aims and the school's Code of Conduct and to support the school in upholding prescribed standards of dress,	5. plan for the professional development needs of all staff to enable them to develop and maintain

	appearance and behaviour, in accordance with the terms of your child's enrolment at the School.	positive relationships with their students
	6. acknowledge and understand that unacceptable behaviour by a child, or repeated behaviour by a parent or guardian that, in the school's view, is unacceptable and damaging to the partnership between parent/guardian and school, may result in suspension or termination of the child's enrolment.	6. recognise that for some students additional support may be needed in the form of staged responses and staff are committed to working with families to reintegrate students in an educational setting after exclusion

### Attendance Expectations

St Joseph the Worker Primary School acknowledges that education is compulsory for children and young children between the ages of 6-17 years. In accordance with Part 2.1.1. of the Education and Training Reform Act 2006, unless exemption has been granted.

Students are expected to attend school during normal school hours every day of each term unless:

- There is an approved exemption from school attendance or enrolment for the student;
- The child is registered for home schooling and is only partially enrolled for particular activities;
- There is an explained absence such as illness, appointments, bereavement, family holidays etc.

St Joseph the Worker records every student's absence twice daily. The school must maintain attendance records, identify and follow up unexplained absences when they occur.

Parents must provide an explanation if their child is absent where there is no exemption in place.

Full details on attendance, expectations to promote attendance, and attendance/absence procedures are set out in the St Joseph the Worker School **Attendance Policy** and associated Department of Education and Training [School attendance guidelines](#).

### School Actions and Consequences

Student engagement, regular attendance and positive behaviours will be supported through relationship based whole-school practices, as well as targeted and individualised support when required. Effective student behaviour change and student behaviour support is enhanced through internally-based school support structures, and externally-based family, education, community and interagency partnerships. The School will apply a range of supports and measures to address inappropriate student behaviour. Where a student acts in breach of the behaviour standards of our school community, the School will institute a staged response, in accordance with the [CECV Positive Behaviour Guidelines 2018](#). Where applicable, an incident report will be completed and provided to the Principal or relevant staff member noting the templates provided in the CECV Positive Behaviour Guidelines

## **Positive reinforcement of appropriate behaviour**

St Joseph the Worker Primary School will implement culturally inclusive strategies to reinforce appropriate behaviour which may include verbal recognition, individual or class rewards, communication with parents/wider school community, as appropriate.

## **St Joseph the Worker Social Expectations:**

At St Joseph the Worker we:

- Show respect at all times through our actions and words
- Work to the best of our ability at all times
- Act in a way so that teachers can teach and students can learn
- Resolve any conflict calmly
- Take care of our property and environment
- Act like WEST people at all times (Welcoming, Encouraging, Saying Sorry, Thank You)

And so we:

- DO NOT use put downs or rude language
- DO NOT solve problems using hands, feet or objects

DO NOT get involved in other people's problems unless you are helping

### **Tier 1: School-wide supports**

St Joseph the Worker Primary School implements culturally inclusive, school-wide preventative and early intervention strategies and practices for all its students to support positive behaviours, including:

- establishing predictable, fair and democratic classrooms and school environments
- providing physical environments that are conducive to positive behaviours and effective engagement in learning
- ensuring student participation in the development and implementation of whole school expectations
- empowering students by creating opportunities to take responsibility and be involved in decision making
- monitoring attendance and academic progress of students with the view to recognising students at risk and intervening early
- developing Personalised Learning Plans (PLP) in consultation with the Program Support Group (PSG) where appropriate for individual students.

### **Tier 2: Targeted supports**

In addition to Tier 1 supports, some students may require targeted support or interventions to meet behavioural standards, including regular attendance. These students will be supported through a culturally appropriate staged response, including:

- understanding the student's background and needs
- ensuring a clear understanding of expectations by both students and teachers
- providing consistent school and classroom environments
- scaffolding the student's learning program
- data collection and documentation of incidents relating to the management of student behaviours to inform decision making
- revision of the Personalised Learning Plan (PLP) and creation of a Behaviour support Plan (BSP) or Attendance Maximisation Plan (AMP) as appropriate
- parent consultation via phone, videoconference or interview
- the Design and Implementation of support strategies that assist the student to self-calm such a quiet space or designated alternative area that they can go to if they are feeling overwhelmed
- case conference with specialist providers or MACS consultants (this may include Aboriginal and Torres Strait Islander

or EAL/New Arrival/Refugee Learning Consultants where culturally appropriate).

### **Tier 3: Intensive intervention**

When Tier 1 and Tier 2 systems are in place, the foundation for implementing Tier 3 supports is established. Complex behaviours are targeted to remediate and prevent further escalations. Support provided to students at St Joseph the Worker Primary School will be aligned directly with the goals and targets set out in the students' Personalised Learning Plan (PLP), Behaviour Support Plan (BSP) and Student Safety Plan. Data systems provide school personnel with accurate, timely and practical information for making decisions about the fidelity and impact of individualised interventions that:

- value the student and support positive interaction
- have a clear data-informed strategy focused on preventing the occurrence of an identified behaviour by avoiding or adapting the circumstances that usually trigger this behaviour
- focus on building skills and developing alternative preferred behaviours
- consider the motivation for or functions of behaviours
- use the student's strengths and interests to increase success.

St Joseph the Worker Primary School will implement more intensive intervention strategies for students presenting with complex and ongoing difficulties or extended school refusal. Development of plans will require support from parents/carers and will often require consent to access specialised services.

St Joseph the Worker Primary School will support students with complex behaviours of concern through a culturally appropriate staged response, which will generally include:

- ongoing implementation of universal and Tier 2 strategies
- use of data to inform and monitor the implementation of evidence-based interventions
- regular Program Support Group meetings to review PLP, BSP, safety plans and/or Attendance Maximisation Plans
- consultations with mutually agreed specialised support services
- Implementation of explicit, data informed strategies designed to support the student to display safe behaviours. The design of the individualised support will be informed by the identified function of the behaviour and the explicit teaching of skills and desired behaviours.

### **Behaviour Management Procedures at St Joseph the Worker**

#### **1. St Joseph the Worker Hierarchy of Consequences (Classroom):**

- To be used in all teaching situations by all teaching staff
  - This hierarchy begins again each day
  - All students begin the day with a clean slate
- a) First Offence:**  
Warning – Explanation of rule and the inappropriate behaviour, which has led to the warning.  
Teacher to move the student away from the situation and remind them of the rules and the desired replacement behavior. Dialogue to include "You need to.... And the next step is...."
- b) Second Offence:**  
Time out in the classroom (Year Prep - 2 5 minutes / Year 3 - 6 10 minutes). Where appropriate another discussion of rules and expectations is to occur.  
Teacher to explain why the student is receiving the time out. Dialogue to include "You need to.... And the next step is..."
- c) Third Offence:**  
Sent to the office with the Removal Sheet (Appendix 2) filled in by the teacher and seen by a member of the Leadership team. Out until the next break.  
Student will fill in a Behaviour Management Sheet (see Appendix 3).  
Students complete a time out at lunchtime.

When students return to class, the hierarchy of consequences begins again. Leadership team and teachers will assist students to come to the understanding that when they return to class it is a new beginning and an

opportunity to make new decisions.

- d) **Serious cases of physical or verbal abuse/willful damage will be dealt with through the 'Red Card' protocol.**
- Swearing at teachers
  - Antisocial behaviour
  - Physical violence or threat of physical violence
  - Willful destruction of property

Where appropriate, parents will be contacted by the Principal /Deputy Principal

## 2. **Consequences for Repeated Withdrawal from a Classroom**

If a student is removed three times in a term, they will receive a detention during lunchtime Friday 1.30 – 2.00pm. This detention will take place with the Principal/Deputy Principal.

If students are removed twice in a day, parents will be contacted. When two detentions have occurred during a term, the child and parents are to attend a Behaviour Support Group Meeting.

**The Behaviour Support Group will consist of:**

- a) Classroom teacher
- b) Principal / Deputy Principal
- c) Wellbeing leader
- d) Parents
- e) Student (if required)

## 3. **Hierarchy of Consequences (On playground):**

To be used in all recess and lunchtime situations by all teaching staff.

To be used in all recess and lunchtime situations by all teaching staff. Staff are not expected to tally up previous misdemeanors.

- a) A clipboard is to be carried by all teachers on yard duty. Any child who breaks the school rules has their name and incident recorded on a playground incident sheet (Appendix Three) and receives:
  - 5 minute timeout – Junior
  - 10 minute timeout – Senior
- b) The Deputy Principal & Wellbeing leader will tally each Wednesday and Friday the number of times a child's name appears for breaking the school rules within that week.
- c) If a child has received three (3) timeouts throughout the course of the week, they will receive a 30-minute detention at lunch on Friday.
- d) During this time, the child is required to fill in the 'Behaviour Management' sheet with the assistance of a school leader, who assists the student to reflect and make better choices in managing their behaviour
- e) If two (2) Friday Lunchtime Detentions have been served, a letter will be sent home informing parents.
- f) When two (2) letters have been sent home to parents within a term, the child and parents are to attend a **Behaviour Support Group Meeting.**
- g) **Serious cases of physical or verbal abuse/wilful damage will be dealt with in another manner where deemed appropriate.**
- h) **Students who refuse to follow teacher instruction.**
  - In the case of this arising, the teacher on Yard Duty is to send a red card to the staffroom/ office where the Principal/ Deputy Principal or any member of the Leadership Team or Student Wellbeing Leader will assist.
  - The following behaviour will lead to immediate withdrawal by red card to the Principal/ Deputy Principal, any member of the Leadership Team or Student Wellbeing Leader's office.

- Swearing at teachers
- Antisocial behaviour
- Physical violence or threat of physical violence
- Willful destruction of property
- Once removed from the classroom or playground a student must see the Principal, Deputy Principal, Student Wellbeing Leader or Principal's Delegate. The student may then be sent to another area.

#### 4. **School Staff Responsibility:**

Uphold the school expectations through personal modelling and ensuring adherence to our rules by our students

- a) Explicitly teach the expectations
- b) Follow the hierarchy of consequences
- c) Assist children to:
  - learn from their mistakes
  - grow in self-discipline
  - take responsibility for their actions
  - recognise the impact their actions have had on others
- d) Engage in calm, restorative conversations with students, after they have engaged in inappropriate behaviour. (This is NOT a dressing down, screaming or telling off of a student)
- e) Assist students to come to the understanding that each day is a new beginning and an opportunity to make new decisions
- f) To respect the child and, where appropriate, listen to the child
- g) To engage in positive reinforcement of School Behaviour Management Plan and to use the Restorative Practice questions:
  - Become a member of the Behaviour Support Group when necessary
  - File copies of Behaviour Management sheets in student's files
  - Keep diary notes of incidents and concerns.

#### 5. **Student Responsibility:**

- To know the rules
- To uphold the rules
- To try to repair any damage caused by their breaking of rules e.g. working through Restorative Practice steps
- To listen when being spoken to, and to answer honestly
- To put the past behind them and start each day afresh
- To find appropriate support, when experiencing difficulties
- To accept consequences

#### 6. **Parent Responsibility:**

**To support the school with the implementation of rules by**

- Talking rules over with their child
- Recognising that schools and families share the responsibility of their children's behaviour
- Accepting their child's indiscretion and moving forward with the support of the school
- Accepting the consequences of their child's actions
- Supporting the school's decision and discussing the inappropriateness of their child's behaviour where needed

#### 7. **Principal/ Deputy Principal Responsibility:**

The role of the Principal/Deputy Principal/Principal Delegate:

- In addition, the Principal will sometimes need to authorise action beyond the school's formal student behaviour management procedures, based on knowledge of the particular issues and local realities, and guided by principles that include justice, respect, compassion, personal and communal safety, health and duty of care.
- To follow up with parents of children who have been removed from class
- To ensure that all members of the community are adhering to their responsibilities
- To be a member of the Behaviour Support Group
- To organise professional development for staff who need help with the behaviour management plan
- To record student withdrawals and deal with situations as appropriate

- To give out positive reinforcement to students and to follow up with parent discussions and rewards for students via the Positive Behaviour Passport and other means.

#### **8. Student Wellbeing Leader Responsibility:**

- To check the playground incident sheets
- To tally incidents on Wednesday and Friday (DP will complete this if Connie is not in)
- To call parents and inform the Principal / Deputy Principal of repeated lunch time incidents
- To organise the Friday lunchtime detentions, to positively assist in the students' return to acceptable behaviours
- To participate in the 'Behaviour Support Group'
- To follow up any teacher concerns about student behaviour

#### **Consequences for student misbehaviour**

St Joseph the Worker Primary School adopts a staged response to challenging behaviour and appropriate reinforcement of appropriate behaviour noting that an effective Behaviour Support Plan (BSP) is developed to support the student in learning skills required for positive social interaction, along with the ability to become a more effective and successful learner. Consequences for misbehaviour are also implemented which may take the form of:

- non-verbal warning – e.g. eye contact / hand movement / shake of head / teacher positioning to stand near misbehaving student(s)
- verbal warning which identifies the misbehaviour and gives student the opportunity to change his/her behaviour
- moving student in the room to a less disrupting situation
- separating student from the class for a short period of time to provide an opportunity for the student to settle
- readmission to class activity based on student being de-escalated
- student required to stay in after class for set period of time
- student required to complete work during recess / lunchtime
- student engaged in restorative actions supervised by classroom teacher
- student re-entry meeting.

When concerns arise about a student's on-going behaviour or when a student is displaying chronic patterns of problem behaviour, St Joseph the Worker Primary School will implement a targeted response to identify and address the presenting issues and reinforce replacement behaviours. This may involve the following support strategies:

- convening a Program Support Group (PSG) meeting involving parents/carers/Learning Diversity/Wellbeing coordinator and the student where appropriate.
- developing/Revising a Personalised Learning Plan (PLP) or attendance plan
- development/Revision of a Behaviour Support Plan (BSP) and/or Safety Plan where appropriate for individual students
- referral to Catholic Education or external Health or Allied Health providers
- consultation with external professionals, paediatrician, psychologist specialist practitioner
- contact with the Regional/Diocesan Office.

Disciplinary measures may be used as part of a staged response to challenging behaviour in combination with other engagement and support strategies to address the range of factors that may have contributed to the student's behaviour. Measures should always be proportionate to the nature of the behaviour, and are best used with support measures to identify and address causes of the behaviour and implementation of strategies to limit reoccurrence of inappropriate behaviour. Supportive actions and any disciplinary measures will be implemented in accordance with the CECV Positive Support Guidelines 2018 and may include:

- review of Behaviour Support and Safety Plans with specialised support
- restorative practice
- withdrawal of privileges
- withdrawal from class activities for a specified period. Where appropriate, parents/carers will be informed of such

withdrawals

- detention
- withdrawal from class if a student's behaviour significantly interferes with the rights of other students to learn or the capacity of a teacher to teach a class. In situations where the student is not able to comply with the instruction to relocate, the class (all other students) will be re-located/evacuated. The student may be temporarily isolated from regular classroom activities to provide an opportunity to de-escalate or for a specified period of time. Parents/carers should be informed of such withdrawals.
  - in circumstances where the student is unable to calm, remains in a heightened state of anxiety or is a danger to self or others, the parents will be asked to take the student home for the remainder of the school day.
  - contracts for conduct/attendance/bullying
  - suspension (in-school and out of school)
  - negotiated Transfer
  - expulsion
  - referral to police, DHHS, emergency service or appropriate agency.

A student may be excluded from school in situations where all other measures have been implemented without success, or where an immediate suspension is the only appropriate course of action in response to the student's behaviour which may put the health, safety and well-being of other students, staff or themselves at significant risk or where actions require reporting to police or appropriate agencies.

If other strategies are unsuccessful in modifying student behaviour, the School will follow the Melbourne Archdiocese Pastoral Care Policies regarding suspension, negotiated transfer and expulsion.

### **Corporal punishment**

The use of corporal punishment is expressly prohibited at St Joseph the Worker Primary School and under the *Education and Training Reform Act 2006 (Vic)*.

### **Consultation**

As every child's educational needs can change over time, it will often be necessary for the school to review any additional assistance that is being provided to the child, in consultation with parents/guardians and the child's treating medical/allied health professionals, in order to assess:

- whether the additional assistance remains necessary and/or appropriate to the child's needs
- whether the additional assistance is having the anticipated positive effect on the child's individual physical, functional, emotional or educational goals
- whether additional specialised assistance is required
- whether it remains within the school's ability to continue to provide the additional assistance, given any limitations that may exist.

### **Restraint and Seclusion**

St Joseph the Worker Primary School will undertake actions to prevent the need for the use of restraint or seclusion in accord with the CECV Positive Behaviour Guidelines 2018.

In alignment with the CECV Positive Behaviour Guidelines 2018

**Physical restraint** is defined as the use of force to prevent, restrict or subdue the movement of a student's body or part of their body where the student is not free to move away. Restraint does not include 'protective physical interventions', which involve physical contact to block, deflect or redirect a student's actions, or disengage from a student's grip.

**Seclusion** is the solitary confinement of a person in a room or area from which their exit is prevented by a barrier or another person. Seclusion includes situations where a person is left alone in a room or area and reasonably believes they cannot leave that room or area even if they may physically be able to (e.g. the door is not locked). In extreme circumstances, e.g. in response to behaviours that cause harm to self or others, teachers will respond by exiting the other students from the learning space to ensure their safety. Where the student continues to display threatening and

dangerous behaviour (e.g. wielding a bat), staff will seek to limit harm to others by isolating the student for the minimum amount of time required for the student to calm. Seclusion does not include the use of a safe place, time out or chill out rooms, being conditions that are set up to support the student and often included in Behaviour Support Plans.

If a student is placed in a separate room as a means of seclusion, staff will maintain appropriate supervision of the student.

Whilst St Joseph the Worker Primary School acknowledges that that prevention is the best strategy, there are limited circumstances in which restraint or seclusion may be deemed appropriate. In making a decision to implement any form of restraint or seclusion, St Joseph the Worker Primary School staff are aware that their actions may directly increase the risk of injury and trauma, both for the student and for the staff member themselves. Such decisions are usually required to be made in times of high stress. Actions that may be considered reasonable will be made by staff present and will depend on the individual circumstances of each case as a matter of professional judgment.

The use of restraint or seclusion does not form part of any of St Joseph the Worker Primary School's Behaviour Support Plans or Student Safety Plan. Restraint and seclusion will only be used in limited emergency situations, as outlined below.

1. The student's behaviour poses an imminent threat of physical harm or danger.
2. The action is reasonable in all the circumstances.
3. There is no less restrictive means of responding in the circumstances.

In the event that restraint or seclusion is used, the least restrictive form of restraint/seclusion will be used for the minimum time possible. The restraint/seclusion will cease as soon as the immediate danger for the student or others is averted.

The clear priority when managing such an incident will be the safety of all concerned. St Joseph the Worker Primary School's staff involved in an incident of restraint or seclusion will immediately notify the principal and provide for the immediate care and safety of those concerned. The student's parents will be contacted. A post incident evaluation and report will be completed in accord with the templates and processes outlined in the CECV Positive Behaviour Guidelines 2018.

### Identifying, Assessing and Mitigating Risk

To assist the school to discharge its safety responsibilities, St Joseph the Worker Primary School will adhere to an Occupational Health & Safety Program through which potential safety hazards are identified and analysed in terms of the likelihood of an event occurring, and the potential consequences if the event was to occur. A similar risk based approach is taken with respect to Student Duty of Care, with the definitions of likelihood and consequences. St Joseph the Worker Primary School will refer to CECV publications and may engage the services of the Catholic Education Office for the purpose of assessing student safety risks and determining how best to support the needs of the students, staff and broader community.

It is important that all staff consistently enforce school rules and safety policies, and actively engage in ensuring the physical and emotional wellbeing of students.

References:

- CECV Positive Behaviour Guidelines 2018 – Templates
- Behaviour Support Template
- Student Safety Plan Template (A&B)
- Record of Restraint and Seclusion
- Post Incident Checklist for Principals
- Risk Assessment Tool
- Diocesan policy and regulations
- CECV Safe and Sound Practice Guidelines

We acknowledge the important role of families in managing student behaviour. The school and the family must work together in partnership for the benefit of the child.

This policy will be shared with our community at the beginning of every year. The expectations and procedures will be taught at the beginning of each year and revisited regularly in classrooms.

## Appendix 1 – General Information relating to disciplinary measures

- **Withdrawing privileges** – St Joseph the Worker Primary School can withdraw student privileges as a consequence of breaching classroom or school behavioural standards. St Joseph the Worker Primary School notes that the specific privileges withdrawn may vary between students based on the individual student's support plan, however they may include things such as representing the school at inter-school sports or attendance at a school event. This must be time-limited and the risk to the student's engagement should be taken into account. The student must be told why privileges are withdrawn, and how they should behave for privileges to be reinstated.
- **Withdrawal from class** – If a student's behaviour significantly interferes with the rights of other students to learn or the capacity of a teacher to teach a class or where there is possibility of harm to others, that student may be temporarily removed from regular classroom activities. In more serious cases the student may be required to leave the classroom for a specified period of time. Schools have a duty of care to ensure that students are supervised at all times, including when they are removed from a class. Where appropriate, parents and carers will be informed of such withdrawals.

Withdrawal from class does not constitute formal school exclusion such as suspension (including in-school suspension) or expulsion.

- **Detention** – Detention is an appropriate response for a wide range of less serious classroom and school behaviour breaches. Detention can effectively reinforce to students the importance of maintaining appropriate behaviour standards.

During detention teachers may instruct a student to finish school work which has not been completed in regular classroom time as a result of the behaviour, new work or other duties. No more than half the time allocated for any recess may be used for this. Where students are required to undertake detention after school hours, the time should not exceed forty-five minutes.

Where the decision is made that an after-school detention is appropriate, the principal should ensure that parents or carers are informed at least one day before the detention. Where family circumstances are such that an after-school detention would create undue hardship, St Joseph the Worker Primary School may choose to negotiate alternative disciplinary measures with the parent or carer. Examples include where students regularly supervise younger siblings in the absence of parents or carers. Schools are permitted to detain students but are encouraged to take into account family circumstances and negotiate with parents and carers as appropriate.

- **Suspension, Negotiated Transfer or Expulsion.** In some instances it may be appropriate to suspend or expel a student who consistently compromises the safety and order of the school in order to protect the learning environment for remaining students and continue with effective teaching.

Suspension and expulsion are serious disciplinary measures and are for when other measures have not produced a satisfactory response, or where there is a threat to another person and immediate action is required.

- **Suspension** occurs when a student's attendance at school has been temporarily withdrawn on the authority of the principal, for a set period of time.

Suspension allows the parties involved to reflect on and enter into dialogue about the behaviour and circumstances that have led to the suspension, and to plan and/or review learning and behaviour supports to assist a student to engage positively with school and learning.

- **Negotiated transfer** means a documented and mutually agreed move to another school is arranged. Negotiated transfer occurs when all other pastoral and discipline measures, including suspension, have failed to resolve an issue of serious inappropriate student behaviour. A negotiated transfer ends the enrolment agreement with the first school and requires an enrolment in another school.
- **Expulsion** – Expulsion involves the termination of the contract entered into at the time of the enrolment by the parent(s)/carer(s)/relevant person. St Joseph the Worker Primary School's enrolment agreement explicitly records at the time of acceptance of the enrolment of a student that unacceptable behaviour by a child, or parent may result in

suspension or termination of the child's enrolment.

St Joseph the Worker Primary School's will ensure that policies and processes associated with negotiated transfer, suspension and expulsion align with [Melbourne Archdiocese Catholic Schools Policy 2.26 Pastoral Care of Students.](#)

This policy will be reviewed annually.



## Appendix Two

### Removal from Classroom/ Other Area

Student's Name:

\_\_\_\_\_

Date: \_\_\_\_\_ Year Level/Class: \_\_\_\_\_

Removing Teacher: \_\_\_\_\_

Area: \_\_\_\_\_

Behaviour that led to removal: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Attempts to challenge or change behaviour (include consequences given and steps taken according to your behavioural plan. Include other inappropriate behaviour where necessary).

- |    |     |
|----|-----|
| 1. | 2.  |
| 3. | 4.  |
| 5. | 6.  |
| 7. | 8.  |
| 9. | 10. |

In the majority of situations, staff should go through a set of logical steps in accordance with their behavioural plan. It is understood that some serious behavioural concerns or situations may not require a set of steps to be followed and require the immediate removal of the student. This sheet will be filed under the student's name. If deemed appropriate follow up will be made with parents. The student will be required fill in a behavioural sheet to be attached to this plan. The student will be handed back to the grade at the appropriate time.



**Appendix Three**

# Think Sheet

Name: \_\_\_\_\_ Date: \_\_\_\_\_

Year Level / Class: \_\_\_\_\_

What did I do wrong?

---

---

---

---

---

---

---

What will I do next time?

---

---

---

---

---

---

---

What do I have to do to make up for this behaviour?

---

---

---

---

---

---

---

What have I learned?

---

---

---

---

---

---

---



Appendix Three

Student's Name .....

# Think Sheet

I can circle WHERE I HAD inappropriate behaviour.



classroom



lunchroom



playground



hall



restroom

## Which rule did I break?

- Follow Directions
- Listen to the speaker
- Hands off
- Take care of all property and the environment
- Move safely

I can circle HOW I FEEL about my inappropriate behaviour



happy



angry



confused



embarrassed



shocked



sad

Next time, I will...

Student Signature.....Date.....  
 Staff Signature.....Date.....  
 Parent Signature.....Date.....



## Appendix Four Playground Incident Sheet

Student's Name: \_\_\_\_\_ Year Level/Class: \_\_\_\_\_

Date: \_\_\_\_\_ Staff Member \_\_\_\_\_

Area: \_\_\_\_\_ Time: \_\_\_\_\_

**Consequence:** Junior student (P-2) – 5 minutes TIMEOUT  
Senior Student (3-6) – 10 minutes TIMEOUT

Following directions / Listen to the Speaker

- Showing disrespect to fellow teachers
- Showing disrespect to fellow students
- Showing disrespect to visitors

Speak Appropriately

- Using inappropriate language
- Using Put Downs (Teasing)

Hands off

- Using hands and feet inappropriately

Taking care of all property and the environment

- Misuse of playground equipment
- Throwing stones / bark / sand
- Kicking balls over the fence

Moving safely

- Being in an "out of bounds" area e.g. Entering a classroom without a teacher
- Not walking safely to line after the bell

Maintaining a safe school environment for all

- Unsporting behaviour
- Running on the adventure playground

**Other:** \_\_\_\_\_

**Other people involved in incident:** \_\_\_\_\_

(Names and class)

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Please note:** Serious cases of physical or verbal abuse and wilful damage to property will be dealt with in another manner.

If a student refuses to follow teacher instructions, a red card will be sent to the office, where the Principal / Deputy Principal or Student Wellbeing Leader will come and assist.



## Appendix Five

### Restorative Practice at SJW

Name: \_\_\_\_\_ Date: \_\_\_\_\_

Term: \_\_\_\_\_ Year Level/ Class: \_\_\_\_\_

Restorative Practice is a strategy that seeks to repair relationships that have been damaged. The rationale behind this approach is that offender can reflect on the harm they have caused by their actions and act restoratively.

Affective questions to ask during Restorative Practice:

1. What happened?
2. How did it happen?
3. How did you act in this situation?
4. Who do you think was affected?
5. How were they affected?
6. What needs to happen to make things right?
7. If you find yourself in the same situation again, how could you behave differently?

**Students involved:**

**Restorative Practice:**

**Actions/Outcome:**

# Student Meeting



<b>Student Name (s):</b>	<b>Year Level:</b>
<b>Date:</b>	
<b>Reason for meeting:</b>	
<b>Actions &amp; Outcomes:</b>	
<b>Signatures:</b>	