

STUDENT BEHAVIOUR MANAGEMENT POLICY

Introduction

Preshil will respond to behavioural management issues with students with the following principles in mind.

Mutual Respect - Our emphasis on mutual respect aims to promote a climate of trust and caring amongst the students and adults in our school. It sets standards and provides the commitment that the Preshil community makes to shared values and a code of conduct.

Communication - there should be open and honest communication between parents, staff members and students

Relational Practices - the School will prioritise the restoration of relationships between the parties when considering the seriousness and the consequences of breaches of this policy

Inclusion and Empowerment - the School will be inclusive in implementing or designing behaviour management procedures that aim to empower students.

Consistency - the approach taken to student discipline at the School should be a whole-of-school approach.

The purpose of this policy is to provide students, staff members and parents with clarity as to the behaviour expected of students at the School and the consequences when those expectations are breached. This policy applies to all School students, employees, contractors and volunteers. This policy covers conduct at school, at School functions and at off-site events, camps or school excursions.

The policy aims to:

- Support the School and its staff, parents and students in creating a culture of positive behaviour with high levels of student engagement as essential prerequisites for ongoing well-being and learning.
- Present a clear process to be followed when students fail to exhibit the type of behaviour required of them.
- Ensure the safety of all members of the School community, i.e. students, staff members, parents and visitors
- Help students develop self-discipline, self-respect, self-worth, self-efficacy and respect for others (see Mutual Respect Statement above)
- Create an environment where the right of students to learn and the right of teachers to teach is respected.

Behaviour Covered Under this Policy

Compliance with School policy and procedure - complying with the School's policies, procedures

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and the Student Code of Conduct.

Bullying and harassment of any sort - this includes dangerous behaviour (towards another person), fighting, violent behaviour, use of language, image-based abuse, and gestures or conduct likely to offend. This is relevant whether real or perceived as threatening.

All infringements will be taken seriously by the School and these are covered in detail in separate policies (see **Bullying Prevention Policy**)

Prohibited and illegal activities - including substance abuse: alcohol, drugs, smoking (including any kind of vaping), gambling, illegal or dangerous operation of vehicles, machinery or equipment), possessing weapons, image-based abuse and misuse, arson.

Respect for Others - including students, staff and other adults, respecting the health and safety of others, courtesy, consideration, speaking ill of others, vilification.

Respect for Property - litter, graffiti, vandalism, damage, or destruction of property

Responsibility for property - misuse of School property, digital devices

Student Learning - completion of work, disruption to their own or others learning, assignments, homework, deadlines, exam rules and procedures, plagiarism, cheating

Use of ICT (Students) - use of School systems and technology, use of mobile phones and other digital devices are considered separately from this policy (see **ICT Responsible Use Policy**)

General Guidelines

All members of the School community must act inclusively and be mindful of the unique and diverse needs of others when applying this policy. Behaviour management actions taken under this policy must be designed and implemented with consideration of:

- The promotion of participation, empowerment and access to the School's education program
- The avoidance of structures of actions that disempower others or discourage them from participating or freely expressing opinions
- Staff and students are to communicate respectfully and act with mutual respect, dignity and integrity
- Students strive to resolve conflict independently and respectfully. They will refer to a staff member if needed.
- Students are to be considerate of each other and safe when on School grounds.
- Students are to use their own, others' and School equipment responsibly and for intended purposes and contexts
- Students are to move in a manner which is orderly, appropriate to the area and ensures the safety of themselves and others.
- Students are to follow the behavioural expectations of the School, as set out in the **Student Code of Conduct.**
- Students are to take responsibility for their physical and verbal actions and reactions.

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Procedural Fairness and Consequences

The School is committed to ensuring that its Behaviour Management Policy and procedures are fair and reasonable. The School will ensure that this policy and its application affords procedural fairness and is consistent and non-discriminatory.

Our students have the right to procedural fairness in dealings that involve their interests. This includes decisions relating to student behaviour management, discipline and consequences. At Preshil we are committed to managing student safety issues safely and with procedural fairness.

If at any time a student breaches the expectations outlined in this policy, consequences may be imposed. These cases will be managed on a case-by-case basis by the Principal, the Head of Campus or their delegate. They may include **warnings, internal and external suspensions and withdrawal of enrolments.**

The School will ensure procedural fairness is afforded by

- Communicating to students the Behavioural Expectations in the Student Code of Conduct
- Including students in decisions affecting them and
- Explaining reasons for decisions and ensuring that students have the right for decisions to be reviewed.

The School prohibits any form of corporal punishment.

Relational Practices - when implementing consequences in relation to behaviour management needs under this policy staff will use relational practices, including restorative actions to support the repairing and/or enhancement of relationships.

Behaviour Management Interventions

Senior School

It is important when managing all student issues including those which pertain to student wellbeing, academic progress, and behaviour issues that the steps outlined below are followed.

Please note that depending on the issue, the Student Services Team (Inclusive Education Team, the Student Youth Worker and/or the School Counsellor) should be called upon for assistance.

1. The classroom teacher responds to the issue or concern, puts in place an appropriate intervention and alerts the Mentor to their concern(s)
If the issue remains unresolved then
2. The Mentor responds to the issue or concern, puts into place the appropriate intervention and alerts the **Year Level Coordinator** and or a **member of the Student Services Team.**
If the issue remains unresolved then
3. The Head of Campus responds to the issue or concern and puts in place an appropriate intervention (which may include a consequence). At this point, further interventions led by the Principal may be required.

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Primary School

It is important when managing all student issues including those which pertain to student wellbeing, academic progress, and behaviour issues that the steps outlined below are followed.

Please note that depending on the issue, **the Student Services Team** (the Inclusive Education Team, and/or the School Counsellor) should be called upon for assistance.

1. The classroom teacher responds to the issue or concern, puts in place an appropriate intervention and alerts the Head of Campus to their concern(s)

If the issue remains unresolved then

2. The Head of Campus responds to the issue or concern, and puts in place an appropriate intervention (which may include a consequence).
3. At this point further interventions led by the Principal may be required.

Behaviour Management Plan

The School reserves the right to implement a Behaviour Management Plan for students displaying challenging behaviours as soon as practicable and students and their families will be consulted on the Plan's development and expected to cooperate in both its design and implementation, as well as complying with it. **A member of the Student Services Team (Student Youth Worker) is responsible for developing Behaviour Management Plans for students in the Senior School.**

The Behaviour Management Plan will assist staff in handling difficult situations, including details of strategies:

- To reduce behavioural triggers
- To address the behaviour
- On how staff can support a student and encourage them to calm down in heightened situations.

The School will regularly review the Behaviour Management Plan to ensure that they are up to date and address the changing needs of the student. All reviews of the Behaviour Management Plans will consider a student's unique identity with its implementation supported by the School's Values Framework.

Review

In addition to regular reviews, any incidents resulting in action under the Behaviour Management Policy will trigger an additional review.

This policy was reviewed in March 2023 and will be reviewed again by the Leadership Team every two years or following a critical incident.