



## Student Behaviour Management 2020

### Parent Information

Kinross Wolaroi School cultivates an ethos of positive behaviour through clear expectations and the development of mutual respect between teachers and students. We aim to foster good relationships with students, instilling in them a sense of responsibility and self-discipline, working in partnership with parents. We also aim to treat students as individuals, offering support where necessary and making any reasonable adjustments that may be required. The Kinross Wolaroi community understands that actions have consequences, and it is important that students fully understand the link between the two.

The new Student Code of Conduct, introduced in 2020, identifies our aspirations for student conduct, academic work, co-curricular activities, appearance, discipline and personal safety. High standards of behaviour are expected, as they would be at home, and are endorsed by teachers in all areas of School life on a routine basis. We expect our students to live, behave and treat each other with our School values at heart. Formal opportunities to confirm praise include announcements at School assemblies, year group meetings, House meetings, Prize-Giving, Parent - Teacher meetings and through reports. Informal opportunities include praise and celebration of student achievement in all areas of School life and referral to Mentors, Head Mentors, Head of Teaching and Learning, Head of Student Wellbeing, Deputy Principal or the Principal for commendation.

Our ethos as Kinross Wolaroi School is for all teachers to promote good behaviour through:

- Fostering positive relationships with students;
- Explaining students' responsibilities to them and instilling a sense of self-discipline;
- Commending good behaviour and endorsing excellence with acknowledgement and rewards, where appropriate;
- Educative dialogue when expectations are not met, with clear consequences for those who fail to improve;
- Informing and involving teachers, Mentors, Head Mentors, Heads of Department, and other key staff as required.

Behaviour contradictory to our expectations at Kinross Wolaroi School is now classified into FOUR levels:

#### 1) Inappropriate Behaviour:

- Any low-level behaviour that occurs within the classroom or other settings that disrupts the functioning of the setting;
- This behaviour impacts on student learning and / or wellbeing, and disrupts the ability of a teacher, as well as other staff including coaches, to function in a safe and orderly environment;
- Behaviour at this level is typically managed by the Teacher, Coach and / or Mentor.

#### 2) Challenging Behaviour:

- Challenging behaviour is medium-level behaviour that significantly challenges the day to day functioning of schools;
- This behaviour may or may not be repeated but impacts on student learning and wellbeing;
- This type of behaviour significantly affects the ability of a teacher, as well as other staff including coaches, to function in a safe and orderly environment;
- This behaviour is likely to be an escalation of low-level inappropriate behaviours observed previously;
- Behaviour at this level is typically managed by the Head Mentor and Head of Department.



### 3) 'At Risk' Behaviour:

- 'At Risk' behaviour is high-level behaviour that is of significant concern and may include some form of physical, emotional and/or psychological harm to self or others;
- It may also include breaches of academic expectations such as continued poor performance because of lack of consistent effort and academic misconduct;
- These may be one-off incidents or occur as the result of repeated issues over time;
- These behaviours may also include actions that are significantly disruptive and impact on the learning opportunities of other students and the ability of staff to function appropriately;
- Behaviour at this level is typically managed by the Head of Student Wellbeing and (if academic) the Head of Teaching and Learning. The Deputy Principal will also be notified and included in discussion about appropriate action, including consequences, as required.

### 4) Serious Behavioural Issues:

- These issues are the most serious and involve behaviour or incidents that have the potential to significantly affect the wellbeing of one or more individuals;
- They may be physical, emotional and/or psychological in nature and result in harm to self or others;
- These may be one-off incidents or occur as the result of repeated incidents over time;
- Any form of illegal activity requiring Police involvement would be classified at this level;
- Behaviour at this level may result in a student forfeiting the right to retain their place at Kinross Wolaroi School;
- This form of behaviour is typically managed by the Deputy Principal. The Principal will also be notified and included in discussion about appropriate action, including consequences, as required.

## Consequences

At Kinross Wolaroi School, our aspiration is to encourage good behaviour without the need to resort to consequences. Students should behave well because it is the right thing to do, not for fear of consequences. Our expectations and boundaries are clear at Kinross Wolaroi School. It is not about creating a culture of fear, but a culture of mutual respect for each other and for the shared values with which this community exists.

There will be times when a conversation with a student and then that individual's Mentor is all that is needed, but to support Staff, there is also a clear structure of consequences that can be applied. Before consequences are applied, students can expect to be given a warning to correct their behaviour, or meet a reasonable expectation. If the warning is ignored, the student should expect to be given a consequence according to the guidelines provided. Where consequences are needed, they should always be employed judiciously and in such a way as to form a positive and productive part of the educational process for everyone in our care. In seeking to build relationships built on integrity and trust, honesty on the part of the student and a willingness to take responsibility should be commended wherever possible.

Consequences are any requirements that are imposed upon a student after they have accepted responsibility or been found responsible for a breach of the Student Code of Conduct. They are applied to provide the student involved with the opportunity to learn, ensure the safety of staff and students, and assist students who behave inappropriately to accept responsibility for themselves and their actions.

The purpose of imposing consequences is to reinforce that certain behaviours or attitudes are not acceptable. For more serious challenging and at-risk behaviours, consequences also serve as a form of warning that failure to correct errant behaviour could lead to temporary or permanent exclusion from Kinross Wolaroi School to protect the wellbeing and learning of other students.



As a School, we acknowledge that students will, from time to time, make inappropriate choices and therefore it is important that they learn to take responsibility for their actions and recognise that there will also be a consequence for inappropriate behaviour. The consequences imposed should be **fair, reasonable and consistent**, as well as proportionate to the nature of the behaviour.

It is also important that any disciplinary measures imposed on a student will take into consideration any disability, special educational need or specific learning support. Advocacy should also be provided for all students involved in a behaviour incident – both victim and perpetrator. In some circumstances, students who are disciplined may need additional support and guidance from the School's Counselling Team and other support services.

Students who repeatedly behave inappropriately and in a way that is in breach of school rules and the Student Code of Conduct, will meet with key staff to discuss their behaviour. Exclusions from school activities may be applied at the discretion of the Head of Student Wellbeing, Deputy Principal and Principal. Suspensions, either internal or external, may be applied for serious breaches of the School's rules and the Student Code of Conduct and where other disciplinary measures are deemed inappropriate or inadequate. Permanent exclusion from Kinross Wolaroi School may apply to the most serious and/or repeated at risk behaviours and incidents. The decision to permanently exclude a student rests solely with the Principal.

Following a serious behaviour incident, the School will ensure that the student does not feel alienated because of their behaviour and that the student will not be disadvantaged in any way. After a suspension, the student will have a re-entry meeting with the Deputy Principal, Head of Student Wellbeing and Head Mentor to welcome them back to the school, to reflect on their actions and to consider positive patterns of behaviour moving forward.



Consequences may include:

Detention details
<p><b>Level 1</b></p> <p>Tuesday / Thursday Lunch</p> <p>120pm-145pm</p> <p><b>GENERAL DETENTION</b></p> <p>Detentions of this type are for low-level inappropriate Academic and / or General behaviour</p>
<p><b>Level 2</b></p> <p>Friday</p> <p>330pm-430pm</p> <p><b>ACADEMIC / GENERAL DETENTION</b></p> <p>Detentions of this type are for challenging Academic and / or General behaviour</p>
<p><b>Level 3</b></p> <p><b>90 MINUTE DETENTION</b></p> <p>Detentions of this type are for serious at risk Academic and / or General behaviour</p>
<p><b>Level 4</b></p> <p><b>DEPUTY PRINCIPAL ACTION</b></p> <p>Serious Academic and / or General behaviour issues</p>



Detention details	Process
<p><b>Inappropriate Behaviour</b> Tuesday / Thursday Lunch 120pm-145pm</p> <p><b>GREEN DETENTION</b> Detentions of this type are for <b>low-level inappropriate</b> Academic and / or General behaviour</p>	<ul style="list-style-type: none"> <li>• Supervised by the General Duties Officer;</li> <li>• Students are to meet outside the GDO Office at 120pm;</li> <li>• They will be met by the GDO who will then provide further instructions;</li> <li>• Duties will include community service activities within the grounds of the School such as litter collecting or assisting with set up of events;</li> <li>• Failure to attend will see the consequence doubled.</li> </ul>
<p><b>Challenging Behaviour</b> Friday 330pm-430pm</p> <p><b>YELLOW DETENTION</b> Detentions of this type are for <b>challenging</b> Academic and / or General behaviour</p>	<ul style="list-style-type: none"> <li>• Supervised by SMT on a roster organised by the Deputy Principal's Office;</li> <li>• Students should report to Room 1 at the conclusion of School when the roll will be taken;</li> <li>• Students are not to leave before completion of the detention;</li> <li>• Students will complete a reflective task in line with their actions – this will be provided by the Head of Student Wellbeing (HSW).</li> </ul>
<p><b>At-Risk Behaviour</b></p> <p><b>ORANGE DETENTION</b></p> <p>Detentions of this type are for <b>at risk</b> Academic and / or General behaviour and last 90 minutes</p>	<ul style="list-style-type: none"> <li>• Supervised by the Deputy Principal or HSW;</li> <li>• These are issued for at-risk behaviours contrary to Student Code of Conduct;</li> <li>• This detention may take place at various times – such as Saturday or another time during the week, as determined by the Deputy Principal;</li> <li>• <u>The student must complete the detention on the allocated date;</u></li> <li>• Students will complete a reflective task in line with their actions – this will be provided by the Deputy Principal.</li> </ul>
<p><b>Serious Behaviour</b></p> <p><b>DEPUTY PRINCIPAL ACTION</b></p> <p>Serious Academic and / or General behaviour issues</p>	<ul style="list-style-type: none"> <li>• Managed by the Deputy Principal and can include suspension – internal or external; potential to forfeit place at School.</li> <li>• If suspension does occur, then student will complete a reflective task upon their return to School.</li> </ul>