



16 Clevedon Road, The Basin, Vic 3154
PO Box 215, The Basin, Vic 3154
P: 7038 6508
ABN: 70617696894
E: info@fernbrook.com.au
W: www.fernbrook.com.au

Behaviour Management Policy

This policy has been designed to support children in developing their social and emotional skills and understanding, to enable them to participate fully in the school program and to enjoy the experiences and opportunities offered.

The policy will provide information to families about the school's approach to behaviour guidance and will ensure that teachers' interactions with children are consistent which will help them learn to regulate their own behaviour.

The school seeks to help each student in developing a sense of responsibility in a kind, understanding, and caring environment.

With appropriate and consistent guidance, children learn about consequences and taking responsibility for their own actions. The ultimate aim is to encourage children to learn to manage their own behaviour, resolve conflict, communicate, and express their feelings in appropriate ways.

In order to be effective, this policy will:

- inform staff, children, and parents about the rights and responsibilities of students at Fernbrook School and outline how the school will respond to behaviours that breach these rights and responsibilities
- ensure students, teachers, and parents are aware of the process that will be followed when inappropriate behaviour occurs
- give clear and practical guidelines
- emphasise consistency and appropriateness of practices
- ensure that goals, values, and procedures related to behaviour guidance will demonstrate respect for children and their rights
- give information to staff and families about how the school will meet the needs of children with challenging behaviours
- commit to ongoing evaluation and assessment of behaviour guidance approaches and strategies.
- reflect the school's philosophies
- be built around positive behaviour guidance principles

Each student has the right:

- to feel safe
- to be accepted
- to expect personal property to be safe
- to be shown courtesy, kindness, and respect by everyone
- to learn in an attractive, well-prepared environment
- to work without disturbance

Each student has the responsibility:

- to express themselves truthfully and appropriately
- to accept others as individuals
- to respect the personal property of others
- to show courtesy, kindness, and respect to everyone
- to cooperate and act in a friendly manner
- to listen to others, and to allow them their thoughts and opinions
- to contribute towards the wellbeing of the school community and environment
- to work without disturbing others

Role of the Teacher

Students have the right to question the fairness of a decision, make requests, share ideas, and be heard, but each teacher is ultimately responsible for the decisions made in the organisation of students in their care.

Consequently, the teacher is 'in charge', and students must honour decisions, especially regarding health and safety.

Even though the teacher is always in charge of discipline, students generally learn best, and grow in self-esteem when certain principles are adopted by teachers in learning situations.

Such principles include:

- the promotion of mutual trust and respect
- the provision of choice
- motivation through encouragement
- freedom within limits
- joint goal setting
- co-operative learning
- self-regulation and self-discipline as individuals

Types of inappropriate behaviour

Fernbrook School recognises there are different levels of inappropriate behaviour which impact the rights of other children. These can range from being annoying to causing serious harm to people or property.

Levels of inappropriate behaviour may include:

Level 1

One-off/minor name calling, inadvertent/minor embarrassment, disrupting meetings, distracting others' learning, one-off put-downs, non-cooperation

Level 2

Ongoing/serious name calling, intentional/major embarrassment, defiance, low-level physical contact (e.g. pushing), low level misuse of digital technology

Level 3

Threatening others, physical violence (e.g. punching, kicking, intent to injure), high level swearing, graffiti/vandalism, sexual inappropriateness, serious misuse of digital technology

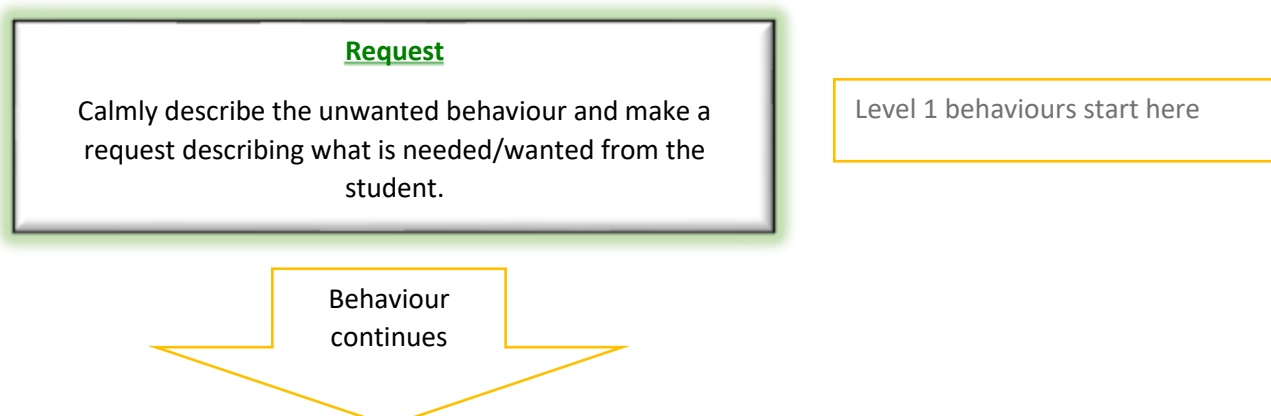
Behaviour Guidance Pathway

The child's teacher and the principal will consider the context of a child's inappropriate behaviour prior to engaging a Behaviour Guidance Pathway.

Each student is to be treated fairly, justly and with understanding, and we expect students to treat staff members in the same way

The school cares for each student and each set of circumstances on their individual merits, and, in considering disciplinary matters, will take into account the student's past, personal circumstances, degree of understanding and awareness of the nature of the problem, efforts at restitution, and other mitigating or aggravating factors. We understand inappropriate behaviour always occurs within a context of timing, intensity, intention, and outcome.

Implementation of a Behaviour Guidance Pathway



Remind

Ask if the student remembers and understood the previous request and remind them of their response.

Behaviour
continues

Instruct

Instruct the student to stop the inappropriate behaviour. Help them to consider the feelings and needs of others without shame or blame.

Level 2 behaviours start here

Behaviour
continues

Relocate

The student is to be relocated to another space away from the individual or group. A teacher will help the student to identify any feelings or unmet needs that may be driving the inappropriate behaviour.

Notify parents.

If another relocation is necessary within a week, a Behaviour Management Plan will be implemented.

Behaviour
continues

Refer

The school board will be notified and in conjunction with the principal, will decide on an appropriate response. They will determine, on a case-by-case basis, whether the child's enrolment can continue and if so, under what conditions, such as the help of an external professional organisation.

The response may include suspension or cancellation of enrolment.

Remove

The student will be removed from the situation for the health and safety of themselves and others.

See note below regarding restraint.

Parents will be notified.

An appropriate response will be decided which may include suspension.

Level 3 behaviours start here

A Behaviour Management Plan will be implemented.

Behaviour continues

Refer

The school board will be notified and in conjunction with the principal, will decide on an appropriate response.

This may include cancellation of enrolment.

Note regarding Restraint

In very rare and only in very limited circumstances, it may be necessary to restrain a student from imminent dangerous behaviours by using physical force to prevent, restrict or subdue movement of a student's body or part of their body, or by secluding them in an area to protect the health and safety of the student or any other person. These strategies will only be used when it is immediately required to protect the health and safety of the student or any other person, and only the minimum amount of force required will be exerted.

The decision about whether to use physical restraint or seclusion rests with the professional judgment of the staff member/s involved, who will need to consider their duty of care to their students, their right to protect themselves from harm, and obligations under the Charter of Human Rights and Responsibilities Act 2006

In the event that a staff member has physically restrained or secluded a student they should report the incident to the principal immediately. Details of the incident should be recorded in the student's personal file, including witness statements from other staff who were involved or present. Parents will be notified as soon as possible after the incident. The principal will decide if support strategies, including staff training, are required to reduce the likelihood of a similar incident happening again.

Corporal punishment is not permitted at Fernbrook School at any time.

Procedures for suspension and cancellation of enrolment

Suspension

Complete removal from the school community (suspension) may be appropriate for students who consistently interfere with the welfare or hinder the learning of others, break their Behaviour Management Plan, refuse to co-operate with discipline measures applied by teachers, are caught using or in possession of alcohol or drugs, bring dangerous or illegal weapons to school, or engage in behaviour which endangers, humiliates, embarrasses, harasses, bullies, or otherwise torments others.

If suspended, the student may be removed from the school community for a designated period, usually two days to a week depending on the severity of the issue, and parents and carers are contacted immediately by telephone. Police involvement may also be appropriate.

Post suspension procedure

Under most circumstances, before returning to school after suspension, the student must attend a meeting with the principal, accompanied by a parent. At this meeting, a post-suspension agreement is to be negotiated with the student in a Behaviour Management Plan. This details the conditions upon which the student may return to the school. Non-negotiable conditions may include things such as regular meetings with an agreed teacher to discuss progress during this probationary period, agreeing to visit a professional counsellor, taking prescribed medication, refraining from the behaviour which led to the suspension.

After successfully completing the probation period, the student can come off the Behaviour Management Plan and resume school as normal.

Cancellation of Enrolment

The principal and the board of directors will determine on a case-by-case basis whether the child's enrolment needs to cease, and if so, with referrals to other organisations.

This decision will be provided to parents in writing and delivered in person.

Related Policies

Child Safety Policy

Child Safety Code of Conduct

Student Code of Conduct

Parent Code of Conduct

Staff Code of Conduct

Digital Technology Code of Conduct

Name of Document: Behaviour Management Policy

Document Number: FSPOL-BEH-000821

Approved by: School Board

Implemented by: The Principal, School Board

Last reviewed: August 2021

Next Review Date: August 2022