

Rationale

St Mary's Positive Behavior policy is based on the premise that everyone is treated with respect, every person needs to feel safe and secure and needs an environment that supports their learning, personal growth and the development of a positive self-esteem.

As a Catholic School, St Mary's is a place where the presence of Jesus in each of us is recognised and celebrated. We uphold and promote the dignity of every individual. The core values that inform our Positive Behaviour Policy are Tolerance, Honesty, Cooperation, Love, Compassion and Respect for Self and Others.

At St. Mary's School we believe

- Teachers have the right and responsibility to teach
- Children have the right and responsibility to learn
- We all have the right to feel safe at school
- Behaviour management and education requires a positive approach
- Behaviour education skills need to be explicitly taught through programs eg. You Can Do It! and Making Jesus Real

Purpose

To articulate school expectations in relation to student behaviour, and to outline school behaviour management procedures to the school and wider community.

To ensure that our school is a place where

- Everyone feels safe and valued. Positive relationships between teachers, students and parents/caregivers are fostered
- Rights and responsibilities are known, respected and protected
- There is a focus on prevention and early intervention strategies to support positive behaviours
- A capacity to accept responsibility for one's own action is nurtured
- There are clear expectations for student behaviour. Staff are consistent with implementation of school procedures
- Co-operative and restorative approaches to resolving conflict are followed

Implementation

Expectations

The following expectations that underpin student behaviour in the classroom, playground, incursions/excursions/camps and all school activities:

Treatment

- We treat others/property with respect
- We respect differences in others, not expecting others to think, look, speak or act just like you
- We are friendly and polite, and protect the safety and well-being of self and others
- We care for and respect the school environment

Conflict / Resolution

- Solve your problems peacefully
- Always be honest in your words and in your actions

Safety

- We play safely
- Keep hands and feet to oneself
- Move sensibly around the classroom and the school – walk on concrete and pathways
- Wear a school hat and shoes at all times
- We remain seated while eating
- Always remain within the school grounds/boundaries set by staff
- Mobile phones can only be brought to school with written permission from parents. They are to be handed to the office in the green bag and collected on dismissal. Phones must not be turned on whilst on school grounds and used for communication with home and family members

Learning

- We all have a right to learn and a responsibility to allow others to learn
- Teachers have a right to teach
- We cooperate and respect others for the good of everyone
- Follow the directions of all staff

Communication

- We speak politely when it is our turn and are tolerant of the views of others

* The focus of this Policy is on prevention and primary intervention. It is expected that all stake holders adhere to this policy. However, within such a positive and broad framework it may be necessary to adjust a student's behaviour management process for individual cases. If this is the case, the individual behaviour management plan will be written in consultation with the student/parents/relevant staff and must be signed off on with parents/carers, communicated to staff and the student themselves.

Responding to Student Misbehaviour

The school's emphasis is on responding to student behaviour in positive and encouraging ways. On occasions where students make poor choices with their behaviour, staff assist them to learn from the incident so that a similar mistake might not be repeated. At all times the dignity of the students involved is maintained and the relationship between the parties restored – (student/student, staff/student).

Serious Misbehaviour

Serious misbehaviour must be reported to the Principal or Deputy Principal immediately and may result in an internal or external suspension. The Director of Catholic Education will be notified.

Behaviours that constitute serious misbehaviour include, but are not limited to the following

- Bullying
- Non-compliance, disrespect, any unsafe behaviour or refusal to follow a direct instruction by a member of staff
- Repeated disruption to student learning and the classroom
- **Not remaining within the school grounds/boundaries set by staff**

- **Violent or aggressive behaviour such as**
 - Direct verbal or physical abuse
 - Punching, scratching, biting, grabbing, pushing, kicking
 - Sending threatening emails, website postings or communication
 - Attack with a weapon
 - Throwing objects
 - Loud, disruptive or angry behaviour or language that is clearly not part of the typical school environment
 - Deliberate physical damage to property

Immediate Actions

- **Not remaining within the school grounds/boundaries set by staff**
 - Where possible, maintain visual contact with the student/s
 - Report missing student/s to the police (131444)
 - Notify parent/s or carer/s
 - Inform the Director of Catholic Education or an appropriate representative
 - Complete an Incident Investigation Form
- **Violent or aggressive behaviour**
 - Removing or limiting the opportunity for interaction between an aggressor and other person/s
 - Have more than one staff member responding where possible
 - Avoid physical restraint unless appropriate training has been undertaken
 - Work towards diffusing the situation
 - Move to a quiet space with the aggressor so that other activities can resume
 - Notify parent/s or carer/s
 - Complete an Incident Investigation Form/Safety Observation Card

Further Actions

- The serious misbehaviour is reported to parents/guardians by phone or in writing via a letter/note and the parent is required to acknowledge receipt of the letter
- If required, a conference involving parents, student, relevant staff and Principal/Deputy Principal will take place. The aim of the conference is to restore the relationship between all parties and determine the best method of assisting the student to comply with our Positive Behaviour policy
- The child will be offered counselling
- Depending on the circumstances, other external services may be accessed such as; Inclusion Support assistance from the Catholic Education Office/a referral to the Top End Mental Health Service – Child and Adolescent Team
- Time-off the playground and/or time-out of the classroom will be implemented. The length of time will be taken into consideration along with all relevant needs and safety issues
- **Serious misbehavior or an incident deemed serious may also result in consequences for students including withdrawal of privileges and exclusion from class excursions, school excursions, interschool sporting and gala activities and/or school camp. Decisions made regarding exclusions are made at the discretion of the Principal or Deputy Principal and may bypass other levels of consequences**
- Further serious misbehaviour will require a further conference with parents, followed by one of the following:
 - Contractual Arrangement: This is an agreement reached between the school, the student and the

- student's parents stating the conditions under which the student's enrolment in the school will depend.
- Suspension: Should this be necessary it would occur in accordance with the Policy of the Catholic Education Office. The Principal has the ultimate authority to suspend a student if required. The student will need to participate in a re-entry conference with the principal and a parent
 - Negotiated Transfer: This may need to be considered if a student is not responding to interventions and the safety and wellbeing of students and staff continues to be at risk. In this case, it would be evident that the present school setting is not meeting the needs of the student and enrolment in a more appropriate setting would be sought. The Director of Catholic Education has the ultimate authority to terminate a student enrolment if required

Note: For any of these behaviour issues, support for students and staff may be sought from the Catholic Education Office or outside support agencies.

References to Related Policies, Procedures and Documents

- CENT Guidelines for Whole School Behaviour Management Guidelines
- CE 4000 Students With Disabilities Policy
- WHS 28 Workplace Violence
- St Mary's Student Wellbeing, Pastoral Care Policy
- National Safe School's Hub: safeschoolshub.edu.au

Evaluation

This policy will be reviewed as part of the school's three-year review cycle or as required. This policy will be published on the St Mary's Catholic Primary School website.

Review/Ratification

Year of review	SIRF Committee Responsible	Ratified By / Date (Month/Year)
2016	Leadership	School Board – November 2016
2019	Pastoral Care and Wellbeing	

Next Review: 2019