

## NSW Department of Education

# Black Mountain Public School Behaviour Support and Management Plan

## Overview

Black Mountain Public School is committed to explicitly teaching and modelling positive behaviour and to supporting all students to be engaged with their learning.

Our goal is to inspire every child to participate positively in the school community and beyond. We focus on promoting excellence, opportunity and success for every student, every day. We value and strive to develop safe, respectful learners in a caring learning community.

Principles of positive behaviour support, trauma-informed practice, inclusive practice, and social emotional learning underpin our daily practice. High expectations for student behaviour are established and maintained through effective role modelling, explicit teaching, and planned responses.

To achieve our mission, key programs prioritised and valued by the school community are:

- The school wellbeing program; and
- KUKRA Values (Kindness, Understanding, Knowledge, Respect and Achievement).

These programs prioritise social and emotional learning which supports good mental health, positive relationships and supports prevention of bullying.

Black Mountain Public School rejects all forms of bullying behaviours, including online (or cyber) bullying by maintaining a commitment to providing a safe, inclusive, and respectful learning community that promotes student wellbeing. Staff are committed to establishing evidence-based approaches and strategies that promote a positive climate where bullying is less likely to occur.

All members of the school community are active participants in building a welcoming school culture that values diversity and fosters positive relationships. A key component of a supportive school culture is building respectful relationships and an ethos that bullying is not accepted, in both online and offline environments. School staff actively respond to student bullying behaviour.

## Partnership with parents and carers

Black Mountain Public School will partner with parents/carers in establishing expectations for engagement in developing and implementing student behaviour management and antibullying strategies, by:

- inviting parent/carer and student feedback through formal and informal means, such as Wellbeing surveys, school surveys, consulting with the P & C and local AECG
- using concerns raised through complaints procedures to review school systems, data and practices.

Black Mountain Public School will communicate these expectations to parents/carers through the school newsletter and school website. Our school proactively builds collaborative relationships with families and communities to create a shared understanding of how to support student learning, safety and wellbeing.

## School-wide expectations and rules

Black Mountain Public School has the following school-wide expectations and rules:

**To show, Kindness, Understanding, Knowledge, Respect, Achievement.**

| Kindness                                              | Understanding                                              | Knowledge                                                             | Respect                                                                                                                       | Achievement                                                              |
|-------------------------------------------------------|------------------------------------------------------------|-----------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------|
| Be kind to others<br>Speak respectfully<br>Be helpful | Accept others' differences<br>Restore harm<br>Show empathy | Overcome challenges<br>Celebrate achievements<br>Share your knowledge | Speak kindly and respectfully<br>Listen to teachers<br>Respect your elders<br>Respect property<br>Wear the uniform with pride | Be ready to learn<br>Ask for help<br>Work co-operatively<br>Do your best |

## Behaviour code for students

NSW public schools are committed to providing safe, supportive and responsive learning environments for everyone. We teach and model the behaviours we value in our students.

The Behaviour Code for Students can be found at <https://education.nsw.gov.au/policy-library/policyprocedures/pd-2006-0316/pd-2006-0316-01>. This document translated into multiple languages is available here: [Behaviour Code for Students](#).

## Whole school approach across the care continuum

Our school embeds student wellbeing and positive behaviour approaches and strategies in practices across the care continuum to promote positive behaviour and respond to behaviours of concern, including bullying and cyber-bullying behaviour.

These approaches and strategies are built on a foundation of evidence-based effective classroom practices that set the tone for engagement with learning and respectful relationships. These practices include:

- stating and explicitly teaching classroom expectations
- establishing predictable routines and procedures that are communicated clearly to students
- encouraging expected behaviour with positive feedback and reinforcement
- discouraging inappropriate behaviour
- providing active supervision of students
- maximising opportunities for active engagement with learning
- providing carefully sequenced engaging lessons that provide options for student choice
- differentiating learning content and tasks to meet the needs of all learners.

| Care Continuum                                          | Strategy or Program                                                                                                | Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Audience                                     |
|---------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|
| Prevention                                              | <a href="#"><u>Daniel Morecome Foundation – Safe Kids</u></a>                                                      | <p>The Daniel Morcombe Foundation would like to see a future where all children and young people are provided with education, protection, and support to be safe from abuse and risk of harm.</p> <p>The Daniel Morcombe Foundation provides personal child safety education to children and young people at no cost, to prevent abuse and promote lifelong health and wellbeing. We support educators, parents, and carers through the provision of resources and education and directly support young victims of crime.</p> | All                                          |
| Prevention                                              | Black Mountain Public School Wellbeing Program                                                                     | This program has been developed and adapted to include aspects and teaching from the Zones of Regulation and the Social Emotional Learning programs. This is explicitly taught weekly to help support student's understanding of emotional regulation and wellbeing strategies.                                                                                                                                                                                                                                               | All                                          |
| Prevention                                              | <a href="#"><u>Child protection</u></a>                                                                            | Teaching child protection education is a mandatory part of the syllabus.                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Students K - 6                               |
| Prevention / Early Intervention / Targeted / Individual | Australian eSafety Commissioner <a href="#"><u>Toolkit for Schools</u></a> to prevent and respond to cyberbullying | The toolkit resources are categorised into four elements: Prepare, Engage, Educate and Respond. The resources are used to engage with the school community about creating and maintaining safe online environments to prevent cyberbullying incidents. The toolkit includes actions to report and manage cyberbullying incidents.                                                                                                                                                                                             | All                                          |
| Targeted / Individual intervention                      | <a href="#"><u>Learning and Support</u></a>                                                                        | The LST works with teachers, students and families to support students who require personalised learning and support.                                                                                                                                                                                                                                                                                                                                                                                                         | All                                          |
| Targeted / individual intervention                      | <a href="#"><u>Attendance</u></a> support                                                                          | The LST refer students to the attendance co-ordinator who will convene a planning meeting with students, families and teachers to address barriers to improved attendance and set growth goals.                                                                                                                                                                                                                                                                                                                               | Individual students, attendance co-ordinator |
| Individual intervention                                 | <a href="#"><u>Individual behaviour support planning</u></a>                                                       | This may include developing, implementing, monitoring and reviewing behaviour support, behaviour response and risk management plans.                                                                                                                                                                                                                                                                                                                                                                                          | Individual students, parent/carer, LAST, AP  |

## Planned responses to positive appropriate behaviour, inappropriate behaviour and behaviours of concern, including bullying and cyber-bullying

Planned responses to behaviour that does not meet school expectations are either teacher or executive managed. Staff use their professional judgement in deciding whether a behaviour is teacher managed or executive managed. They should consider whether the behaviour poses a risk to the safety or wellbeing of the student or others.

A behaviour of concern is challenging, complex or unsafe behaviour that requires more persistent and intensive interventions. A behaviour of concern does not include low-level inappropriate or developmentally appropriate behaviour. See Appendix 1.

- **Teacher managed** – low level inappropriate behaviour is managed by teachers in the classroom and the playground.
- **Executive managed** – behaviour of concern is managed by school executive.

Corrective responses are recorded on Behaviour / wellbeing ITD system. These include:

| Classroom                                                                                                                                                                                                                                                                                                                                                                                  | Non-classroom setting                                                                                                                                                                                                                                                                                                                                           |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• rule reminder</li> <li>• re-direct</li> <li>• offer choice</li> <li>• error correction</li> <li>• prompts</li> <li>• reteach</li> <li>• seat change</li> <li>• stay in at break to discuss/ complete work</li> <li>• conference</li> <li>• detention, reflection and restorative practices</li> <li>• communication with parent/carer.</li> </ul> | <ul style="list-style-type: none"> <li>• rule reminder</li> <li>• re-direct</li> <li>• offer choice</li> <li>• error correction</li> <li>• prompts</li> <li>• reteach</li> <li>• play or playground re-direction</li> <li>• walk with teacher</li> <li>• detention, reflection and restorative practices</li> <li>• communication with parent/carer.</li> </ul> |

Black Mountain Public School teachers and staff model, explicitly teach, recognise and reinforce positive student behaviour and behavioural expectations.

We acknowledge that not all students are encouraged by the same thing or in the same ways. Younger students may be more motivated by adult attention while older students are typically more motivated by peer attention, activities, privileges, or freedom. When learning new skills, students need immediate and frequent reinforcement and as they develop mastery they respond to intermittent and long-term reinforcement to maintain their social behavioural efforts.

The use of verbal and non-verbal specific positive feedback is the most powerful way to:

- help adults and learners to focus on positive social behaviour
- increase the likelihood that students will use the expected behaviours and skills in the future
- decrease unexpected behaviour and reduce the need for corrective responses
- enhance self-esteem and build an internal focus of control.

| Prevention<br>Responses to recognise and reinforce positive, inclusive and safe behaviour                                                                                                                                          | Early Intervention<br>Responses to minor inappropriate behaviour are teacher managed.                                                                                                                                                              | Targeted/Individualised<br>Responses to behaviours of concern are executive managed                                                                                                                                                                                                                                                       |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Behaviour expectations are taught and referred to regularly. Teachers model behaviours and provide opportunities for practice. Students are acknowledged for meeting school-wide expectations and rules.                        | 1. Refer to school-wide expectations and/or emotional regulation visuals and/or supports so that the student can self-regulate.                                                                                                                    | 1. Contact office to seek help from executive straight away if there is a risk. Otherwise notify student's stage supervisor or executive ASAP and before the end of the school day.                                                                                                                                                       |
| 2. Verbal and non-verbal specific positive feedback is paired with a positive, tangible reinforcer in a school-wide continuum for acknowledging expected behaviour.                                                                | 2. Use indirect responses including proximity, signals, non-verbal cues, ignore, attend, praise, redirect with specific corrective feedback.                                                                                                       | 2. Executive/CT to take immediate steps to restore safety and return the situation to calm by using appropriate strategies such as: redirecting to another area or activity, providing reassurance or offering choices. Incident review and planning is scheduled for a later time, determined by the context and nature of the incident. |
| 3. Tangible reinforcers include those that are:<br>free and frequent,<br>moderate and intermittent,<br>significant and infrequent,<br>Intermittent and infrequent<br>reinforcers are recorded on Behaviour / wellbeing ITD system. | 3. Use direct responses e.g. rule reminder, re-teach, provide choice, scripted interventions, student conference. Students have an opportunity to meet the classroom/playground behaviour expectation before low-level consequence is applied.     | 3. Executive collects information and reviews the incident from multiple perspectives to determine next steps. Executive to record incident on Behaviour / wellbeing ITD system and contact parent/carer by email or phone. Executive/principal may consider further action e.g., formal caution or suspension.                           |
| 4. Social emotional learning lessons are taught weekly during Circle Time.                                                                                                                                                         | 4. Teacher records on Behaviour / wellbeing ITD system by the end of the school day. Monitor and inform family if repeated. For some incidents, referral is made to the school's anti-racism contact officer (ARCO) or anti-bullying co-ordinator. | 4. Refer to the school's Learning and Support Team considering current and previous behaviour data. Other actions may include completing a risk assessment and/or collaboratively developing a behaviour support/response plan.                                                                                                           |
| Teacher/parent contact                                                                                                                                                                                                             | Teacher/parent contact                                                                                                                                                                                                                             | Teacher/parent contact                                                                                                                                                                                                                                                                                                                    |
| Teacher contact through phone calls home are used to communicate student effort to meet expectations. Recognition awards for positive individual and class behaviour are given at school assemblies.                               | Teacher contacts parents by phone or email when a range of corrective responses have not been successful. Individual planning and referral to Learning Support Team may be discussed.                                                              | Parent/carer contact is made by school executive to discuss any support and behaviour responses, including referral to the LST, school counsellor, outside agencies or Team Around a School.                                                                                                                                              |

## Responses to serious behaviours of concern

Responses for serious behaviours of concern, including students who display bullying behaviour, are recorded on Behaviour / wellbeing system in School Bytes. These may include:

- review and document incidents.
- determine appropriate response/s, including supports for staff or other students impacted
- refer/monitor the student through the school learning and support team
- develop or review individual student support planning, including teaching positive replacement behaviour and making learning and environmental adjustments
- detention, reflection and restorative practices (listed below)
- liaise with [Team Around a School](#) for additional support or advice
- communication and collaboration with parents/carers (phone, email, parent portal, meeting)
- formal caution to suspend, suspension or expulsion.

The NSW Department of Education [Student Behaviour policy](#) and [Suspension and Expulsion Procedures](#) apply to all NSW public schools.

Responses to all behaviours of concern apply to student behaviour that occurs:

- at school
- on the way to and from school
- on school-endorsed activities that are off-site
- outside school hours and off school premises where there is a clear and close connection between the school and students' conduct
- when using social media, mobile devices and/or other technology involving another student or staff member.

Students or parents can report bullying to any staff member. NSW public school principals have the authority to take disciplinary action to address student behaviours that occur outside of school hours or school grounds, including cyberbullying. Students who have been bullied will be offered appropriate support, for example through the school counselling service.

## Reporting and recording behaviours of concern.

Staff will comply with reporting and responding processes outlined in the:

- [Incident Notification and Response policy](#)
- [Incident Notification and Response Procedures](#)
- [Student Behaviour Policy](#) and [Suspension and Expulsion procedures](#)

Students and/or parents/carers can report cyberbullying to the [eSafety Commissioner](#) and reporting links for most sites, games and apps can be found at the [eSafety](#) Guide.

## Detention, reflection and restorative practices

Toilet and food breaks are always included when withdrawal from free choice play at either break is planned as a response to behaviour. The maximum length of time will be appropriate to the age/developmental level of the student.

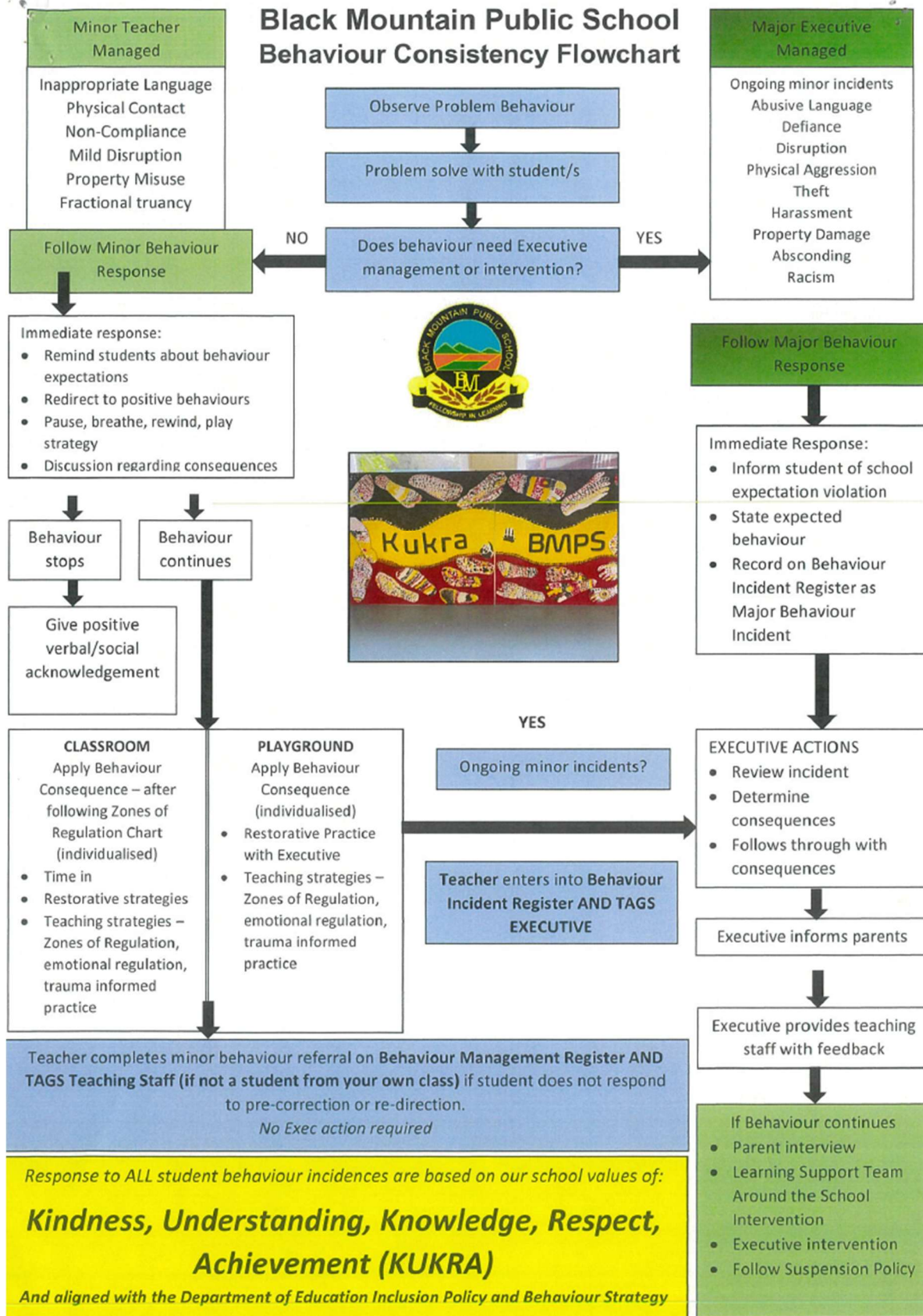
| Strategy                                                                                                                                    | When and how long?                                   | Who coordinates?              | How are these recorded?                          |
|---------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|-------------------------------|--------------------------------------------------|
| Reflection time – a structured debriefing and planning after a crisis event or behaviour of concern with an individual student (reflection) | Same day or next day at either lunch or recess break | Principal or teacher involved | Documented in [Behaviour / wellbeing ITD system] |
| Restorative practice – <a href="#">peer mediation</a> or <a href="#">circles</a> in groups                                                  | Scheduled for either lunch or recess break           | Assistant Principal           | Documented in [Behaviour / wellbeing ITD system] |

## Review dates

Review date: 4 February, Term 1, 2025

Next review date: 4 February, Term 1, 2026

## Appendix 1:



## Bullying Response Flowchart

The following flowchart explains the actions Black Mountain Public School staff will take when they receive a report about student bullying, including bullying which may have occurred online or outside of the school setting. The timeframes will vary depending on the professional judgment of staff who receive the bullying complaint and their assessment of immediate risk to student/s.

