

Blayney High
School –
Behaviour
Management
& Support
Plan

# Blayney High School – Behaviour Management & Support Plan

### Overview

#### Our vision:

Blayney High School is a student-centred school that strives for success for every student. Our high expectations have the theme of respect, and we strive for excellence and respect in learning, for ourselves and how we treat others. Our core business is to:

- provide learning opportunities for students.
- foster an environment that allows students to grow into responsible, respectful citizens.
- provide professional opportunities for teachers, so they achieve excellence and satisfaction in their profession.
- provide an open and welcoming environment for our parents and carers to feel valued in the decisions made about their child's education.
- provide a caring, inclusive environment where all students have the opportunity to succeed.

**Blayney High School** is committed to explicitly teaching and modelling positive behaviour and to supporting all students to be engaged in their learning.

Our goal is to inspire every child to participate positively in society. 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.

The 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.

Our processes are founded on the idea that students must learn to take responsibility for their own actions and to ensure all staff respond to these challenges consistently to support students to acknowledge mistakes and learn from their behaviour.

Restorative practice is a whole school teaching and learning approach that encourages behaviour that is supportive and respectful. A restorative approach focuses on building, maintaining and restoring positive relationships, particularly when incidents that involve interpersonal conflict or wrongdoing occur.

## Partnership with parents and carers

Blayney High School will partner with families in establishing expectations for parent engagement in developing and implementing student behaviour management strategies for behaviours of concern by:

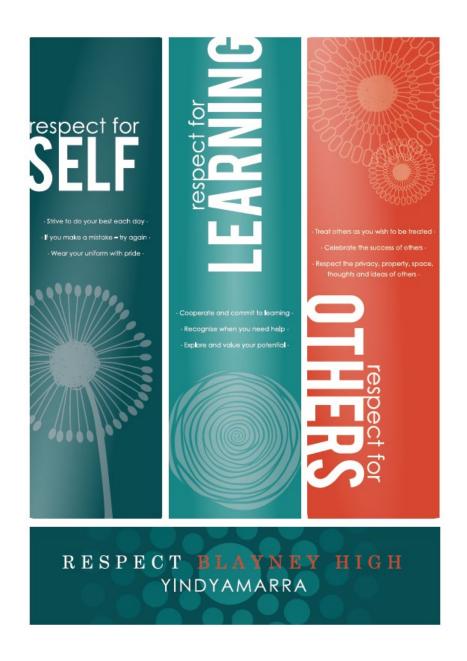
- inviting families and student feedback through formal and informal means, for example, through Tell Them from Me Surveys, school surveys, consulting with the school's P & C Association and local AECG.
- using concerns raised through complaints procedures to review school systems, data and practices.

Blayney High School will communicate these expectations to parents/carers through the school newsletter, website, and provide links to information and resources in the <u>Behaviour support toolkit</u>.

## School-wide expectations and rules

Blayney High School has school-wide expectations and rules that uphold the expectations of 'Yindyamarra':

Respect for Self,
Respect for Others,
Respect for Learning.



| Respect for Self                   | Respect for Learning              | Respect for Others  |
|------------------------------------|-----------------------------------|---|
| Strive to do your best each day.   | Cooperate and commit to learning. | Treat others as you wish to be treated.                             |
| If you make a mistake – try again. | Recognise when you need help.     | Celebrate the success of others.                                    |
| Wear uniform with pride.           | Explore and value your potential. | Respect the privacy, property, space, thoughts and ideas of others. |

## Our expectations in practice:

At Blayney High School we support and encourage all students to uphold the expectations of our school.

Our school wide expectations and rules are underpinned by the NSW Department of Education Behaviour Code for Students. Students are supported to meet the ethos of this code.

https://education.nsw.gov.au/content/dam/main-education/policy-library/public/supporting-documents/pd-2006-0316-01-behaviourcodestudents.pdf (Appendix I)

## Whole school approach across the care continuum

Our school embeds student wellbeing and positive behaviour approaches and strategies across the care continuum and responds to behaviours of concern, including bullying and cyberbullying behaviour. Behaviours that do not constitute bullying include mutual disagreements or isolated incidents.

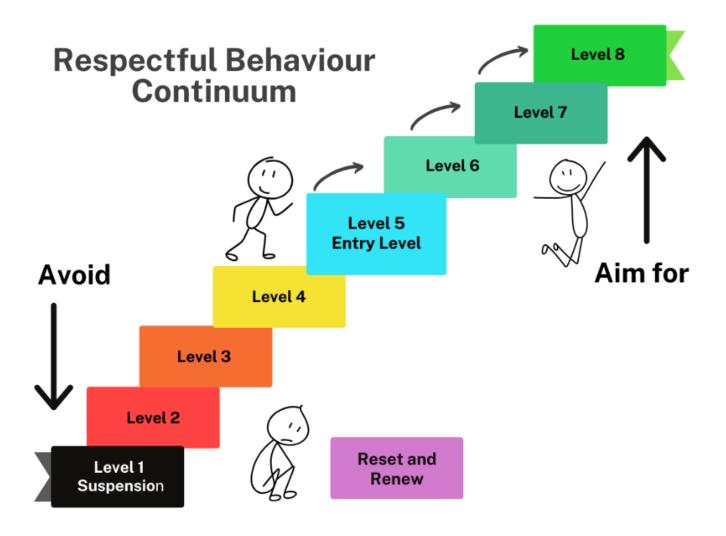
These approaches and strategies are built on a foundation of evidence-based effective classroom practices that set the tone for engagement with learning and respectful relationships. These practices include:

- 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
- actively supervising 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.



# Planned responses to positive appropriate behaviour.

Respectful Behaviour Continuum



## Response to Behaviour Continuum (Levels) Overview:

**Overview:** The continuum is designed to encourage and recognise positive behavior and academic progress while providing clear guidelines for students moving within the level continuum. If a student receives 5 Tier One Incidents and/or Tier Two incidents across a term, they will receive a DP Warning they are risking a potential level drop. Once they receive 10 referrals across more than one faculty across a term, the student will drop a level. Depending on what level the student is on, this may see them placed on a behaviour monitoring card.

The continuum is designed to encourage and recognise positive behavior and academic progress while providing clear guidelines for students moving within the level continuum.

| LEVEL:                | STATUS:   | To get to this level:  | To maintain this level:  |
|-----------------------|---|--|--|
| Level 8               | Students have priority for non-<br>compulsory excursions including<br>reward excursions. NB.  | Collect 5 signatures After level 7 has been maintained. (10 total)             | Collect a minimum of 6 signatures.   |
| Level 7               | Students have a higher entitlement to non-compulsory excursions.  | Collect 5 signatures After level 6 has been maintained. (9 total)              | Collect a minimum of 5 signatures.   |
| Level 6               | Students are entitled to non-<br>compulsory excursions and<br>represent their school in sport,<br>music, or other activities.                                     | Collect 10 signatures. This will happen across two signature periods.          | Collect a minimum of 4 signatures.   |
| Level 5               |   | intry level – no privileges  |  |
|                       |   | of each year, each stud  |  |
|                       | Students will return to this  | suspension.  | completing their card OR returning from  |
|                       | Behaviour monitoring card   | How students are   | To return to level 5:  |
|                       |   | placed on this level:  |  |
| Level 4               | YELLOW CARD Students are placed on a yellow discipline card for 10 days. Their parents are contacted, they are required to work their way off the                 | Students receive 10 Tier 1 referrals across more than one faculty over a term. | Principal or Deputy Principal monitor. Satisfactory completion of card. Students skip a card if they have a 'perfect' day. Students repeat a card if their behaviour is unsatisfactory.                      |
| Level 3               | card.  ORANGE CARD  Students are placed on an orange discipline card for 10 days. Parents are contacted, they are required to work their way off the card.        | Unsatisfactory completion of yellow card AND/OR further referrals.             | Attend Reset and Reflect L3 at lunch. Satisfactory completion of card. Students skip a card if they have a 'perfect day. Students repeat a card if their behaviour is unsatisfactory.                        |
| Level 2               | RED CARD and/or FORMAL CAUTION Students are placed on a red discipline card for 10 days. Parents are contacted, they are required to work their way off the card. | Unsatisfactory completion of orange card AND/OR further referrals.             | Attend Reset and Reflect L3 at lunch. Playground withdrawal. Satisfactory completion of card. Students skip a card if they have a 'perfect day. Students repeat a card if their behaviour is unsatisfactory. |
| Level 1               | SUSPENSION LEVEL  | Committed serious and/or consistent disrespect.                                | Return from suspension meeting with DP or P.   |
| RESET<br>AND<br>RENEW | Students closely monitored for a 5-day period. (Senior Exec)  | Return from<br>Suspension  | Attend Reset and Reflect L3 at lunch. Playground withdrawals.  |

NB: To be eligible for an end of term Rewards Excursion a student much reach Level 8 by the week 6 signature week each term. To maintain eligibility, a student must not receive any negative referrals between week 6 and the excursion date. Eligibility for the Rewards Excursion will be monitored on a case-by-case basis by the principal and excursion co-ordinator.

# Level System Reward Calendar.

| Term | Week 1 | Week 2 | Week 3            | Week 4 | Week 5     | Week 6         | Week 7  | Week 8 | Week 9            | Week 10                            | Week 11 |
|------|--------|--------|-------------------|--------|------------|----------------|---|--------|-------------------|------------------------------------|---------|
| l    |        |        | Signature<br>Week |        |            | Signature Week |   |        | Signature<br>Week |                                    |         |
|      |        |        |                   |        | Attendance |                | Level 6 ONLY<br>Milkshake<br>Wednesday<br>(Lunch).            |        |                   |                                    |         |
| Term | Week 1 | Week 2 | Week 3            | Week 4 | Week 5     | Week 6         | Week 7  | Week 8 | Week 9            | Week 10                            | Week 11 |
| 2    |        |        | Signature<br>Week |        |            | Signature Week |   |        | Signature<br>Week |                                    |         |
|      |        |        |                   |        | Attendance |                | Level 7 ONLY<br>Pancake<br>breakfast.                         |        |                   | Level 8<br>ONLY<br>Excursion       |         |
| Term | Week 1 | Week 2 | Week 3            | Week 4 | Week 5     | Week 6         | Week 7  | Week 8 | Week 9            | Week 10                            | Week 11 |
| 3    |        |        | Signature<br>Week |        |            | Signature Week |   |        | Signature<br>Week |                                    |         |
|      |        |        |                   |        | Attendance |                | Level 8 ONLY<br>Sausage Sizzle<br>and soft drink.             |        |                   | Level 8 ONLY<br>Reward<br>Activity |         |
| Term | Week 1 | Week 2 | Week 3            | Week 4 | Week 5     | Week 6         | Week 7  | Week 8 | Week 9            | Week 10                            | Week 11 |
| 4    |        |        | Signature<br>Week |        |            | Signature Week |   |        | Signature<br>Week |                                    |         |
|      |        |        |                   |        | Attendance |                | Level 8 ONLY<br>Movie and<br>Popcorn<br>afternoon in<br>Hall. |        |                   | Level 8<br>ONLY<br>Excursion       |         |

# Signature Booklet

| Subject              |                            |                                   |  |               |
|----------------------|----------------------------|-----------------------------------|--|---------------|
|                      | Respect for Self           | Respect for Others                | Respect for Learning                           | Date          |
| Teacher              |                            |                                   |  | Signature     |
| English              | 80% of the class attended. | Received zero referrals in class. | Complete ALL work to the best of your ability. | Date:         |
| Math                 | 80% of the class attended. | Received zero referrals in class. | Complete ALL work to the best of your ability. | Date:         |
| Science              | 80% of the class attended. | eceiv d zero referrals in class.  | Complete ALL work to the best of your ability. | Date:         |
| PD.H.PE              | 80% of the class attended. | ecei, ed z o referrals in lass.   | Complete ALL work to the best of your ability. | Date:         |
| Elective 1           | 80% of the class attended. | Received zero r errals class      | Complete ALL work to the best of your ability. | Date:         |
| Elective 2           | 80% of the class attended. | Received zero referrals class.    | ete ALL work to the best<br>your ability.      | Date:         |
| Elective 3           | 80% of the class attended. | Received zero referrals in class. | Co. plete A' work of the best of your ability. | Date:         |
| Sport                | 80% of the class attended. | Received zero referrals in class. | Complete ALL work to the best of your ability. | Date:         |
| Skills (Year 7 ONLY) | 80% of the class attended. | Received zero referrals in class. | Complete ALL work to the best of your ability. | Date:         |
| Current Level:       |                            | New Level:                        |  | YA Signature: |

## The BHS Merit System

The Merit System supports students who are demonstrating Respect for Self, Respect for Others and Respect for Learning in a substantial OR sustained way. Merits are awarded throughout the year and are acknowledged at formal assemblies.

#### In summary:

| Summary    |                    | Special Conditions   | Students receive                                |  |
|------------|--------------------|--|---|--|
| 10 merits  | Year Advisor Merit | NA   | Certificate at Stage assembly                   |  |
| 20 merits  | Bronze Certificate | NA   | Certificate at Stage assembly                   |  |
| 30 merits  | Year Advisor Merit | NA   | Certificate at Stage assembly                   |  |
| 40 merits  | Silver Medallion   | NA   | Medallion at Presentation<br>Night              |  |
| 50 merits  | Year Advisor       | NA   | Certificate at Stage assembly                   |  |
| 65 merits  | Gold Medallion     | NA   | Medallion and Citation at<br>Presentation Night |  |
| 130 merits | School Shield      | 2 Gold Awards, Senior<br>Achievement Award,<br>application and interview | Certificate, shield and citation                |  |

#### **SENIOR ACHIEVEMENT AWARD**

All senior students can participate in this Scheme and all Year 12 students are eligible for a Senior Achievement Award by completing the school achievement form. A Gold medallion is not required to apply for a Senior Achievement Award.

#### PRINCIPAL ACHIEVEMENT AWARD

The Principal will acknowledge the achievement of all students who receive 4 or more academic achievement awards and certificates at semester 1 and 2

# Prevention strategies to recognise and reinforce positive, inclusive and safe behaviour.

Blayney High School prides itself on offering a comprehensive, inclusive range of prevention strategies to recognise and reinforce positive, inclusive and safe behaviour from students.

Our strong core values underpin everything that we aim to achieve within the school and underpins the expectations for students to achieve.

| Prevention Strategies          | Recognition of positive, inclusive behaviour | Restorative/Support<br>Strategies |
|--------------------------------|--|-----------------------------------|
| School wide expectations       | PAT  | Reset and Reflect.                |
| Wellbeing Hub                  | Merit System                                 |                                   |
| Stage Teams                    | Rewards Excursions                           |                                   |
| Individualised Education Plans | Recognition Assemblies                       |                                   |
| Wellbeing Programs             | Extra -curricula excursions                  |                                   |
| Notifications to parents.      | Notifications to parents                     |                                   |

# Planned responses to 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 or senior executive managed. Staff use their professional judgement in deciding whether a behaviour is teacher managed, executive managed or senior executive managed. All decisions should consider whether the behaviour poses a risk to the learning, safety, or others. A behaviour of concern is challenging, complex or unsafe behaviour that requires more persistent and intensive interventions.

- **Teacher managed** low level inappropriate behaviour is managed by teachers in the classroom and the playground.
- Executive managed continued inappropriate behaviour of concern is managed by school executive.
- **Senior Executive managed** severe dangerous, abusive and aggressive behaviour is managed by the senior executive.

## Teacher corrective responses may include:

- preventative strategies, differentiated teaching practices and learning activities.
- reminder of expectations with invitation to self- correct.
- re-direct, offer choice or error correction.
- prompts, take up time, re-set break.
- quiet teacher check-in and reminder of expectations.
- learning space adjustment to reset. e.g. in foyer or other class/play or playground re-direction.
- supporting strategic seating plan for the whole class or individuals as needed.
- student report to teacher at recess or lunch for restoration.
- contact made with guardian/parent to collaborate in supporting improvement.
- referral to executive staff for further action as appropriate.
- executive directed detention, reflection, alternative learning spaces and restorative practices

## **At Blayney High School:**

All responses for behaviours of concern (BoC), are recorded on Sentral.

## **Tier 1: Minor Behaviours of Concern**

#### Tier 1 behaviours can include:

Disrespect, swearing; inappropriate conversations; gender-based discrimination; discrimination (other); inappropriate use of technology (mild); phones not off and away; refusal to follow instructions; disrupting the learning of others; classwork incomplete; no equipment; truancy (subject specific); harassment/bullying (low level/class specific); irresponsible behaviour; out of bounds; low level banned item; inappropriate use of Self-Regulation card.

## Tier 1 Response flowchart:

Class teacher manages behaviour and records on Sentral. If BoC continues after a range of interventions, class teacher collaborates with Head Teacher.

Head Teacher reponds to BoC. Class teacher records HT interventions in 'comment'section of original Tier 1 incident in Sentral



If BoC continues after HT/Faculty intervention, HT refers student to the Deputy Principal with incident number that contains notes of all interventions already implemented.

#### STUDENT IS PLACED ON YELLOW MONITORING CARD.

The Deputy Principal will monitor/check in with the student for 10 days – if the student has a positive day the Deputy Principal can choose to accelerate through the cards.

## Tier 2: Major/Ongoing Behaviours of Concern

#### Tier 2 behaviours can include:

Continued Tier 1 Behaviours; dangerous behaviour; repeated truancy (KLA); failure to follow PED policy; persistent disruption of the learning of others; disrespect and/or harassment of others; gender-based discrimination; severe or ongoing discrimination (other); out of bounds; banned item.

## **Tier 2 Response flowchart:**

If BoC continues while on Yellow monitoring card, Principal (P) or Deputy Principal (DP) can move student to an ornage monitoring card.

DP continues work with the student. P/DP will liase with HT Wellbeing & SSO. All P/DP interventions are recorded in 'comment' section of Tier 2 incident in Sentral. Parents/carers contacted.

If BoC continues after Tier 1 DP intervention, or the incident is of a serious enough nature student will be placed on an orange monitoring card. P or DP creates a Tier 2 incident.

#### STUDENT IS PLACED ON ORANGE MONITORING CARD.

The DP will monitor/check in with the student for 10 days at the beginning of lunch in the "Reset & Reflect" room, Lab 3. The Senior Executive will determine the course of action for the rest of the day after monitoring card and checking Sentral. At this stage Senior Exec. may decide on an Alternative Learning Plan (ALP) or an early exit. If the student has a positive day the Senior Exec. can choose to accelerate through the cards.

## **Tier 3 Behaviours of Concern**

### Tier 3 behaviours may include:

Ongoing Tier 2 behaviours; causing damage to, loss of or destruction of property; sustained unproductive and disruptive behaviours negatively impacting the learning of others; persistent disobedience; persistent truancy (across KLA's); actual harm to any person (abuse, threats, violence or banned substances); extreme or ongoing gender-based discrimination; extreme or ongoing discrimination (other).

## **Tier 3 Response flowchart**

If BoC continues while on Orange monitoring card P/DP creates a Tier 3 incident. P/DP continues work with the student. P/ DP will liaise with HT Wellbeing & SSO. Student monitored through R & R.

All interventions are recorded in 'comment'section of Tier 3 incident in Sentral. Parents/carers contacted. Formal caution may be given.

If BoC continues after orange monitoring card, incident is escalated to red monitoring card.

A formal caution of suspension may be issued.

#### STUDENT IS PLACED ON RED MONITORING CARD.

The P/DP will monitor/check in with the student for 10 days at the beginning of lunch in the "Reset & Reflect" room, Lab 3. The Senior Executive will determine the course of action for the rest of the day after checking monitoring card and Sentral. At this stage Senior Exec may decide on an ALP or an early exit. Reset & Reflection will run for the first half of lunch. If the student has a positive day the Senior Exec can choose to accelerate through the cards. P will have daily contact with parent/carer to communicate student progress through monitoring level.

## **Suspension:**

When a BoC continues after a full range of adjustments have been implemented and a formal caution has been issued, a suspension may be imposed. Suspensions imposed will be underpinned by the Departments Suspension & Expulsion Policy. <a href="https://acrobat.adobe.com/link/track?uri=urn:aaid:scds:US:90adbacb-ee12-3a8e-a83f-af2960b77726">https://acrobat.adobe.com/link/track?uri=urn:aaid:scds:US:90adbacb-ee12-3a8e-a83f-af2960b77726</a>

Any behaviour of concern that puts any person in an unsafe environment or results in a critical incident will result in immediate suspension.

#### **Return from Suspension**

- Students returning from suspension are placed on probation for 5 days.
- Students are removed from the playground for the first half of lunch to attend the "reset and reflect" room. (They are not on a card, but they are still being monitored.)
- Students complete Reflection and Restoration program.
- After successful return from suspension students return to Level 5.

The NSW Department of Education <u>Student Behaviour policy</u> and <u>Suspension and expulsion procedures</u> apply to all NSW public schools.

## **Blayney High School Tier Incident System**

#### Minor Behaviour Interventions a teacher may use:

- Expectations/Respect reminders
- Positive Redirection
- Restorative chat
- Seating Plan
- School Service
- Reset Time (5 mins)
- Short-term removal
- Phone call home
- Non-verbal cues
- Teacher proximity
- Student choice
- · Recess lunch detention

#### Tier One: Classroom Teacher Managed OR Minor Behaviour

Classroom teacher records an incident for a student where they have implemented a range of interventions in a lesson and/or across several lessons. This level is for Minor classroom behaviours such as (listed in Sentral under Tier One):

Disrespect for others/Harassment/Bullying; Disrespect for Learning/Classwork Incomplete; Refusal to follow Instructions; Inappropriate Conversation/Swearing; gender-based discrimination; Discrimination (other); Inappropriate use of technology; Phones not off and away; Disrupting the learning of others; Out of Bounds; Low level banned item (paper wasp, rubber bands, deodorant etc.); subject specific truancy.

If the student does not respond to the interventions the classroom teacher is implementing, this then becomes a Tier Two Incident.



# Tier One: Classroom Intervention is complete.

The student has responded to the interventions put in place. There are no further interventions required.



## Major Behaviour Interventions a Head Teacher may

#### use

- Peer mediation
- Withdrawal + ALS
- Student interview + reflection
- Restorative Conversation
- Phone call home
- Parent/Student Meeting
- Check in with HT to ensure you are ok.
- LST referral
- Buddy senior class/senior study
- Head Teacher Detention- Rm 5

#### Tier Two: Head Teacher Intervention for On-Going Behaviour OR Major Incident

If the student has not responded to interventions at the Tier One level, the Head Teacher becomes involved. This reflects that the behaviours exhibited are on-going.

Only Head Teachers enter these incidents to indicate they are managing behaviour at their level after working with the classroom teacher. Examples of behaviour at this level are:

Health and Safety risk/dangerous behaviour; Repeated Truancy (KLA); Failure to Follow PED policy (phone or computer); persistent disobedience; On-going disruption of the learning of others;

Consistently Out of Bounds; Banned item (low level)



**Tier Two: Head Teacher Intervention is complete.**The student has responded to the interventions put in place. There are no further interventions required.



#### **Key Severe Interventions**

- Formal caution (if requirements are met)
- Suspension (if requirements are met)
- Playground/class withdrawal
- Parent/Carer Contact & Meeting
- LST referral
- Work with HT Wellbeing and/or SSO.
- Exclusion from school representation
- Behaviour support plan
- External Agency support
- Alternate pathways investigated.
- Complex Case Meeting

#### Tier Three: Executive Intervention OR Key Severe Behaviour

If the student has not responded to interventions at the Tier Two level, the Deputy Principal or Principal becomes involved.

OR

A student exhibits a behaviour that requires immediate senior executive attention e.g. swears at a staff member, makes a threat of violence toward a student or staff member, is involved in a physical altercation, commits an act of vandalism or uses or is in possession of a banned substance.

In the instance of a key severe behaviour, it is appropriate for all staff to enter an incident at this level.

Blayney High School uses the following strategies and systems to explicitly teach, recognise and reinforce positive student behaviour and behavioural expectations:

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, where there is a clear and close connection between the school and students' conduct.

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 their year advisor or school counselling service.

## Reporting and recording behaviours of concern

Staff will document incidents and related supports and interventions in the Blayney High Sentral system.

Staff will comply with reporting and responding processes outlined in the <u>Incident Notification and Response Procedures</u>; <u>Incident Notification and Response Procedures</u>; <u>Student Behaviour policy</u> and <u>Suspension and expulsion procedures</u>

Students and/or parents/carers can report cyberbullying to the <u>eSafety Commissioner</u> and reporting links for most sites, games and apps can be found at the <u>eSafety Guide</u>.

## Detention, reflection and restorative practices

Toilet and food breaks are always included when students are withdrawn from the playground as a planned 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?           |
|--|--|--|-----------------------------------|
| Restorative Practice Meetings/Reflection Time  - peer mediation, restorative discussions, teacher or faculty meeting for reflection, make up work, or other restorative practices.   | Scheduled as<br>soon as all<br>involved are<br>available       | Classroom<br>Teachers,<br>Year<br>Adviser,<br>Executive<br>Staff, other<br>staff<br>according to<br>the context. | Behaviour /<br>wellbeing systems. |
| Alternate Learning Setting (ALS) Students given a supervised alternative learning setting for a single lesson as a reset opportunity to reflect upon and improve behaviour.          | Single<br>subject/lesson<br>as appropriate                     | Classroom<br>Teachers or<br>Head<br>Teachers   | Behaviour/wellbeing systems.      |
| Alternate Learning Plan (ALP) Students given a supervised alternative learning setting for part or all of a school day as a reset opportunity to reflect upon and improve behaviour. | Whole school<br>for a partial or<br>full day as<br>appropriate | Executive<br>Staff.  | Behaviour/wellbeing systems.      |

| Lab 3 Reset and Reflect (cards)  Check in for students on an orange or red card to review progress for the day and receive appropriate feedback and intervening supports as needed.   | Lunch 1 Up to 20 minutes depending on how student is going that day. | Senior<br>Executive<br>Staff | Behaviour/wellbeing systems. |  |
|---|--|------------------------------|------------------------------|--|
| Level 4 Monitoring  | Before school  | Stage                        | Behaviour/wellbeing          |  |
| Check in with Stage Coordinator for students on yellow card to review progress for the day and receive appropriate feedback and intervening supports as needed.   | For 10 days  | Coordinator                  | systems.                     |  |
| Room 5 Reflection   | Lunch 1  | Executive                    | Behaviour/wellbeing          |  |
| Supervised break time for students who have had behaviours of concern in the playground and/or assemblies in a supervised setting to help them reflect upon their choices and support them in achieving the desired behaviours. | 20 minutes.  | Staff                        | systems.                     |  |
| Alternate break plan  | Recess/lunch   | Executive                    | Behaviour/wellbeing systems. |  |
| Supervised alternate space instead of playground during breaks and re-allocation to office/classroom for supervised breaktime following breach in behaviour.  OR  |  | Staff                        |                              |  |
| Alternative break times instead of regular school scheduled breaks to support student safety and other needs.   |  |                              |                              |  |
| The purpose is to assist the student to achieve the desired behaviour, to reflect on their behaviour and make positive choices – individual or group (detention).   |  |                              |                              |  |
| Lab 3 Reset and Reflect (return from suspension).   | Lunch 1 for 5  | Senior                       | Behaviour/wellbeing          |  |
| Student supervised as an intervention to support student in resetting and renewing to help set them up for success following whilst on orange and red monitoring card or return from suspension.                                | school days<br>upon return<br>from<br>suspension.                    | Executive<br>Staff           | systems.                     |  |

## **Review dates**

Last review date: Term 3 Week 5 - 22.08.25.

Next review date: Term 4 Week 5.

Calm and engaged classroom
Apply preventative strategies
Positive classroom climate, providing and teaching explicit rules, engaging lessons, active supervision, offering pre-corrections

Observe Inappropriate Behaviour

Observe Inappropriate Behaviour

Does the behaviour pose a risk to the safety or wellbeing

of the student or others?

NO

YES

## Behaviour of concern

Manage at teacher level De-escalate the situation by *calmly*:

- Correcting the behaviour
- Identifying student need

Provide positive verbal/nonverbal acknowledgement

- Ensuring student understands corrective response
- Responding proportionally to the level of behaviour displayed

Has the behaviour stopped or improved?

YES NO

Speak privately with student

- Clearly and calmly state the issue and invite the student to come up with solutions with you to resolve the matter.
- Redirect to another area or activity.
- Seek HT support

YES

Serious behaviour of concern

Teacher to inform executive staff and focus on safety. HT/DP/CT to assist student to de-escalate to baseline by using appropriate strategies such as:

- Redirect to another area or activity
- Provide reassurance
- Offer choices

Speak privately with student HT/DP/CT to calmly allow the student to explain the situation to identify ways to fix the problem.
HT/DP to check-in with teacher for feedback and contact parent.
HT/CT to enter incident on Behaviour / wellbeing ITD system.
Is it safe for the student to return to normal routine?

NO

YES

Consider additional supports

Identify and engage support(s) for the student to return to normal routine:

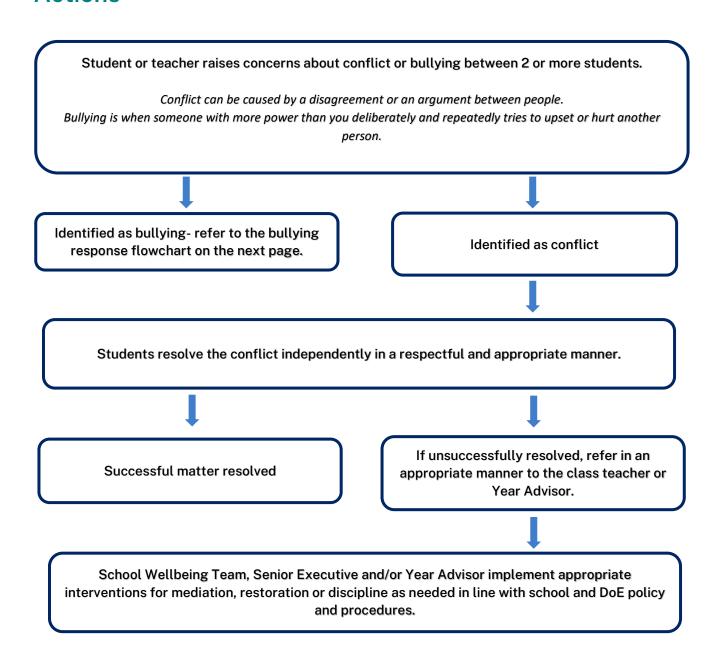
Refer to Wellbeing team, learning & support team, contact parents, conversation with teacher, refer to and/or revise behaviour plans.

Is suspension required for additional planning time? If so, consult with principal.

NO

Is a mandatory report required?
If so, consult with principal and MRG.

# Resolving Conflict at Blayney High-Responsibilities and Actions



## **Bullying Response Flowchart**

The following flowchart explains the actions Blayney High 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.

### Incidents of bullying reported to any staff MUST follow this flowchart of actions.

First hour:

- •Provide a safe, quiet space to talk and reassure the student that you will listen to them
- •Let them share their experience and feelings without interruption
- •As a mandatory reporter, if you hold immediate concerns for the student's safety, let the student know how you will address these. Immediate in this circumstance is where the staff member believes the student is likely to experience harm (from others or self) within the next 24 hours.

Day 1: Document

- •Ask the student for examples they have of the alleged bullying (e.g. hand written notes or screenshots)
- •Write a record of your communication with the student and check with the student to ensure you have the facts correct
- •Enter the record in Behaviour / wellbeing ITD system
- •Notify school executive of incident if required in line with behaviour management flowchart
- •Notify parent/s that the issue of concern is being investigated

Day 2: Collect

- •Gather additional information from other students, staff or family
- •Review any previous reports or records for students involved
- •Make sure you can answer who, what, where, when and how
- •Clarify information with student and check on their wellbeing

Day 3:

- •Evaluate the information to determine if it meets the definition of bullying (see above)
- •Make a time to meet with the student to discuss next steps
- •Ask the student what they believe will help address the situation
- •Engage the student as part of the solution
- •Provide the student and parent with information about student support network
- •Agree to a plan of action and timeline for the student, parent and yourself

Day 4:

- •Document the plan of action in Behaviour / wellbeing ITD system
- •Complete all actions agreed with student and parent within agreed timeframes
- •Monitor student and check in regularly on their wellbeing
- •Seek assistance from student support network if needed

Day 5: Review

- •Meet with the student to review situation
- •Discuss what has changed, improved or worsened
- •Explore other options for strengthening student wellbeing or safety
- •Report back to parent
- •Record outcomes in Behaviour / wellbeing ITD system

Ongoing

- •Continue to check in with student on regular basis until concerns have been mitigated
- •Record notes of follow-up meetings in Behaviour / wellbeing ITD system
- •Refer matter to the Learning and Support Team within 48 hours if the situation is not resolved
- •Look for opportunities to improve school wellbeing for all students



## Behaviour code for students

### Information for students and parents or carers

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

## In NSW public schools students are expected, to the best of their ability, to:

- show respect to other students, their teachers and school staff and community members
- follow school and class rules and follow the directions of their teachers
- · strive for the highest standards in learning
- act in a courteous and respectful way that makes all members of the school community feel valued, included and supported
- · resolve conflict respectfully, calmly and fairly
- meet the school's agreed uniform policy or dress code
- attend school every day (unless legally excused)
- respect all property
- be safe and not be violent or bring weapons, illegal drugs, alcohol, vapes, e-cigarettes or tobacco into our schools
- not bully, harass, intimidate, or discriminate against anyone in our schools.

Schools take action in response to behaviour that is detrimental to self or others or to the achievement of high-quality teaching and learning.

#### All students have a right to:

- safety at school
- access and fully participate in their learning
- be treated with respect by other students, teachers and school staff
- express their views, set goals and selfadvocate.

The principal and school staff, using their professional judgment, are best placed to maintain discipline and provide safe, supportive and responsive learning environments and apply an appropriate action when students are not meeting these expectations. The department is responsible for the provision of a policy framework and resources such as legal issues bulletins, access to specialist advice, and professional learning to guide principals and their staff in exercising their professional judgment. In this context, the NSW

Government and the Department of Education will back the authority and judgment of principals and school staff at the local level.

#### Behaviour code for students: Student actions

Promoting the inclusion, learning, wellbeing, and safety of all students in NSW public schools is a high priority for the Department of Education.

We implement teaching and learning approaches across a range of settings to support the development of skills needed by students to meet our high standards for respectful, safe and engaged behaviour.

To meet the expectations set out above, students in NSW public schools, to the best of their ability, should adhere to the following principles.

#### Respect

- · Treat one another with dignity.
- Communicate and behave courteously.
- Act and work cooperatively with other students, teachers, and school staff.
- Develop positive and respectful relationships.
- Value the interests, ability and culture of others.
- Respect the learning needs of other students.
- Dress appropriately by wearing the agreed school uniform or dress code.
- Take care with school property and the property of staff and other students.

#### Safety

- Model and follow school and class rules and expectations around behaviour and conduct.
- Negotiate and resolve conflict.
- Be aware of and take responsibility for how their behaviour and actions impact others.
- Care for self and others.
- Be safe and help others to make safe choices that do not hurt themselves or others.

#### Engagement

- Arrive at school and class on time.
- Be prepared for every lesson.
- Actively participate in learning.
- Aspire and strive to achieve the highest standards of learning.

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