EUNGELLA STATE SCHOOL

Responsible Behaviour Plan for Students based on The Code of School Behaviour

1. Purpose
Eungella State School is committed to providing a safe, respectful and disciplined learning environment for students and staff, where students have opportunities to engage in quality learning experiences and acquire values supportive of their lifelong wellbeing.

This Responsible Behaviour Plan for Students is designed to facilitate high standards of behaviour so that the learning and teaching in our school can be effective and students can participate positively within our school community.

2. Consultation and data review
Eungella State School developed this plan in collaboration with our school community. Broad consultation with parents, staff and students was undertaken.

The Plan is endorsed by the Principal, the President of the P&C and Assistant Regional Director. It will be reviewed in 2017 as required in legislation.

3. Learning and behaviour statement
All areas of Eungella State School are learning and teaching environments. We consider behaviour management to be an opportunity for valuable social learning as well as a means of maximising the success of academic education programs.

Our Responsible Behaviour Plan outlines our system for facilitating positive behaviours, preventing problem behaviour and responding to unacceptable behaviours. Through our school plan shared expectations for student behaviour are plain to everyone, assisting Eungella State School to create and maintain a positive and productive learning and teaching environment, where ALL school community members have clear and consistent expectations and understandings of their role in the educational process.

Our school community has identified the following school rules to teach and promote our high standards of responsible behaviour:

- Respect myself
- Respect others
- Respect the environment

Our school rules have been agreed upon and endorsed by all staff and our school P&C. They are aligned with the values, principles and expected standards outlined in Education Queensland’s Code of School Behaviour.
4. Processes for facilitating standards of positive behaviour and responding to unacceptable behaviour

Universal Behaviour Support

The first step in facilitating standards of positive behaviour is communicating those standards to all students. At Eungella State School we emphasise the importance of directly teaching students the behaviours we want them to demonstrate at school. Communicating behavioural expectations is a form of universal behaviour support - a strategy directed towards all students designed to prevent problem behaviour and provides a framework for responding to unacceptable behaviour.

At Eungella State School, the ‘You Can Do It’ program is used throughout the whole school to develop student social and emotional well-being.

A set of behavioural expectations in specific settings has been attached to each of our three school rules. The Schoolwide Expectations Teaching Matrix below outlines our agreed rules and specific behavioural expectations in all school settings.

<table>
<thead>
<tr>
<th>ALL AREAS</th>
<th>CLASSROOM</th>
<th>PLAYGROUND</th>
<th>STAIRWELL</th>
<th>TOILETS</th>
<th>BUS LINES/BIKE RACKS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Walk</td>
<td>Participate in school approved games</td>
<td>Rails are for hands</td>
<td>Respect privacy of others</td>
<td>Use own bike/scooter only</td>
<td></td>
</tr>
<tr>
<td>Sit still</td>
<td>Wear shoes and socks at all times</td>
<td>Walk one step at a time</td>
<td>Use toilets during breaks</td>
<td>Walk bike/scooter to the gate</td>
<td></td>
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<tr>
<td>Enter and exit room in an</td>
<td>Be sun safe; wear a broad brimmed hat</td>
<td>Carry items</td>
<td>Watch inside the building until</td>
<td>Wait inside the building until teachers</td>
<td></td>
</tr>
<tr>
<td>orderly manner</td>
<td>Be a problem solver</td>
<td>Keep passage ways clear at all</td>
<td>take you to the bus</td>
<td>wait until teachers take you to the</td>
<td></td>
</tr>
<tr>
<td>Be prepared</td>
<td>Return equipment to appropriate place at the</td>
<td>times</td>
<td>Leave school</td>
<td>bus</td>
<td></td>
</tr>
<tr>
<td>Complete set tasks</td>
<td>Play fairly - take turns, invite others to</td>
<td>Keep single file</td>
<td>promptly</td>
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<tr>
<td>including homework</td>
<td>join in and follow rules</td>
<td>Move peacefully in single file</td>
<td>Wait your turn</td>
<td></td>
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<tr>
<td>Take an active role in</td>
<td>Care for the environment</td>
<td>Wash hands</td>
<td>Keep your belongings nearby</td>
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<tr>
<td>classroom activities</td>
<td></td>
<td>Walk</td>
<td>Have your bus notes ready (if</td>
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<tr>
<td>Keep work space tidy</td>
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<td></td>
<td>applicable)</td>
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<td>Be honest</td>
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<td>Raise your hand to speak</td>
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<td></td>
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<tr>
<td>Respect others’ right to</td>
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<td></td>
<td></td>
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<tr>
<td>learn</td>
<td></td>
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<td></td>
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<td>Talk in turns</td>
<td></td>
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<td>Be a good listener</td>
<td></td>
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<tr>
<td>Clean up after yourself</td>
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<td></td>
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<tr>
<td>Use polite language</td>
<td></td>
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<td></td>
<td></td>
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<tr>
<td>Wait your turn</td>
<td></td>
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These expectations are communicated to students via a number of strategies, including:

- Behaviour lessons conducted by classroom teachers
- Reinforcement of learning from behaviour lessons on School Assemblies and during active supervision by staff during classroom and non-classroom activities
Eungella State School implements the following proactive and preventative processes and strategies to support student behaviour:

- A dedicated section of the school newsletter, enabling parents to be actively and positively involved in school behaviour expectations.
- School Behaviour Leadership team members' regular provision of information to staff and parents, and support to others in sharing successful practices.
- Induction programs in the Eungella State School Responsible Behaviour Plan for Students delivered to new students as well as new and relief staff.
- Individual support profiles developed for students with high behavioural needs, enabling staff to make the necessary adjustments to support these students consistently across all classroom and non-classroom settings.
- Development of specific policies to address:
  - The Use of Personal Technology Devices* at School (Appendix 1)
  - Procedures for Preventing and Responding to Incidents of Bullying (Appendix 2).

Reinforcing expected school behaviour
At Eungella State School, communication of our key messages about behaviour is backed up through reinforcement, which provides students with feedback for engaging in expected school behaviour. A formal recognition and monitoring system has been developed. This reinforcement system is designed to increase the quantity and quality of positive interactions between students and staff. All staff members are trained to give consistent and appropriate acknowledgement and rewards.

Eungella State School Positive Awards
Student of the Week certificates and Special Mentions are given to students at the weekly parade (Appendix 3).

Eungella State School Positive Notices – Good On You (GOY) tickets
Staff members hand Good On You Cards out each day to students they observe following school rules in both classroom and non-classroom areas. This reinforcement occurs continuously throughout the day. When they 'catch' a student following the rules they can choose to give them a Positive Notice card – Good On You Card. When students are given a Good On You Card they drop the card into the Parade box.

Each Friday the principal reviews the submitted cards and carries out a weekly draw during parade. Successful students have their names called out, are then able to have a pick of the prize box during first break. These Good On You Cards are then emptied into the Monthly Box for the end of the month draw. Again a number of students are then given the opportunity to win at the end of each month. Cards are never removed as a consequence for problem behaviour (Appendix 3).

Responding to unacceptable behaviour
Students come to school to learn. Behaviour support represents an important opportunity for learning how to get along with others. Students are encouraged to deal with problem situations of a minor nature by using the Four Steps. This requires them to:
1. Ignore
2. Ask the person politely to stop
3. Ask the person to stop and say that they will need to get help if it continues
4. Ask the teacher for assistance

Re-directing low-level and infrequent problem behaviour
When a student exhibits low-level and infrequent problem behaviour, the first response of school staff members is to remind the student of expected school behaviour, then ask them to change their behaviour so that it aligns with our school’s expectations.
Our preferred way of re-directing low-level problem behaviour is to ask them to think of how they might be able to act more safely, more respectfully or more responsibly. This encourages students to reflect on their own behaviour, evaluate it against expected school behaviour, and plan how their behaviour could be modified so as to align with the expectations of our school community.

**Targeted behaviour support: Respond Program**

Due to the size of Eungella State School, it is important to recognise that all staff are involved in the support of students who may need more targeted behaviour support. Contact is made between the students and the members of staff every day, in the playground, the classrooms and in the local community. Staff meetings are used to identify students who may require targeted support, and a team approach is used to formulate and record strategies for implementation. Parents/caregivers are involved in the support through the classroom teacher.

Strategies used for targeted behaviour support include:
- curriculum adjustment
- verbal and non-verbal
- increased attention
- communication within the school community
- additional responsibilities

| Curriculum Adjustment | Staff determine whether a student may need further support in curriculum related areas, and adjustments are made where necessary. This may involve:
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<td></td>
<td>working with a teacher aide or learning support teacher</td>
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<td></td>
<td>adjusted class work</td>
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<td></td>
<td>working with a peer or older student</td>
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</table>

| Verbal | Verbal reinforcement, used every day in both the classroom and playground, includes:
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<tr>
<td></td>
<td>specific reinforcement e.g. Thank you for sitting down</td>
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<tr>
<td></td>
<td>Targeted direction giving</td>
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</table>

| Non-Verbal | Non-verbal reinforcement, used every day in both the classroom and playground, includes:
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<tbody>
<tr>
<td></td>
<td>body language – smile, thumbs up</td>
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<td></td>
<td>behaviour charts</td>
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<td>privately understood signals</td>
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<td>proximity to the child in terms of desk placement or where staff members are standing</td>
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<td></td>
<td>awards</td>
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| Increased attention | Students may require increased attention for either curriculum needs or to reinforce acceptable behaviour. This may occur through:
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<td></td>
<td>One on one curriculum support with the teacher</td>
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<td>Teacher aide support</td>
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<td></td>
<td>Work with another member of school staff</td>
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<td></td>
<td>Curriculum support through an older classmate</td>
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| Communication within the school community | Communication with the parents/caregivers occurs through all stages of targeted behaviour support, and includes Good On You Cards or positive/encouraging letters or phone calls home. |

| Additional responsibilities - meaningful roles | A child who is receiving targeted behaviour support may benefit from additional responsibilities within the class or school. These responsibilities can include:
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<tbody>
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<td></td>
<td>Peer tutoring</td>
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<td></td>
<td>Working with a younger or older classmate</td>
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<td></td>
<td>Classroom jobs</td>
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<td></td>
<td>School jobs</td>
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</table>
Intensive Behaviour Support
At Eungella State School, all students who are considered to be “seriously at risk” of significant educational underachievement due to their inappropriate behaviours are supported using a proactive problem solving approach.

A functional analysis approach to assessing behavioural problems is adopted involving a systems approach, which looks at the ‘whole’ child. It covers such areas as:

**Case Management:**
The case manager for each student who is identified as “seriously at risk” should be the class teacher. However, a support team approach is adopted with staff working collaboratively. Students who are considered to be at risk and have experienced an array of severe management strategies, such as suspension or exclusion, should proceed through a systematic assessment procedure. This may include:
- collation of data which gives an overview of (a) problematic behaviours and (b) consequences implemented i.e. detentions, suspensions etc
- referral for discussion at the school Social Justice Committee, (held weekly depending on needs through Staff Meeting)
- referral to Guidance Officer for assessment and preliminary behavioural support
- referral to Advisory Visiting Teacher for Behaviour Support for consultation or support
- full team collaboration to undertake a functional behavioral assessment and develop an Individual Behaviour Support Plan

Strategies used will be preventative, supportive and/or corrective.

**Preventative** – the action taken to prevent or minimise unnecessary disruption. This may include effective learning and teaching practices, classroom organisation, positive modelling and the use of appropriate content and curriculum material.

**Supportive** – the action taken to employ support for the student and teacher. This may mean strategies teachers put in place to assist students or it may mean additional support from other staff in the school for the teacher and student.

**Corrective** – the actions teachers take when disruptive behaviour occurs. This includes positive correction strategies outlined in the Individual Behaviour Support Plan.

All behaviour that is contrary to school and classroom procedures will be managed based on the individual/s involved. Parents of the child/children involved will be informed of major breaches of behaviour and consequences will be developed based on individual circumstances.

5. **Consequences for unacceptable behaviour**
Eungella State School makes systematic efforts to prevent problem student behaviour by teaching and reinforcing expected behaviours on an ongoing basis. When unacceptable behaviour occurs, students experience predictable consequences. Our school seeks to ensure that responses to unacceptable behaviour are consistent and proportionate to the nature of the behaviour. OneSchool is used to record all minor and major problem behaviour and major issues are referred to the principal. *The recording of three minor behaviours constitutes a major behaviour.*
Minor and major behaviours

When responding to problem behaviour the staff member first determines if the problem behaviour is major or minor, with the following agreed understanding:

- **Minor** problem behaviour is handled by staff members at the time it happens
- **Major** problem behaviour is referred directly to the school Administration team

**Minor** behaviours are those that:

- are minor breaches of the school rules
- do not seriously harm others or cause you to suspect that the student may be harmed
- do not violate the rights of others in any other serious way
- are not part of a pattern of problem behaviours
- do not require involvement of specialist support staff or Administration

Minor problem behaviours may result in the following consequences:

- a minor consequence logically connected to the problem behaviour, such as complete removal from an activity or event for a specified period of time, partial removal (time away), individual meeting with the student, apology, restitution or detention for work completion
- a re-direction procedure. The staff member takes the student aside and:
  1. names the behaviour that student is displaying
  2. asks student to name expected school behaviour
  3. states and explains expected school behaviour if necessary
  4. gives positive verbal acknowledgement for expected school behaviour
- Issue of Blue Card by Administration (Appendix 3)

**Major** behaviours are those that:

- significantly violate the rights of others
- put others / self at risk of harm
- require the involvement of school Administration

**Major** behaviours result in an immediate referral to Administration because of their seriousness. When major problem behaviour occurs, staff members calmly state the major problem behaviour and remind the student of expected school behaviour. The staff member then completes the OneSchool behaviour incident report (if able to immediately) and escorts the student to Administration.

Major problem behaviours may result in the following consequences:

- **Level One**: Time in office, removal to withdrawal room, alternate lunchtime activities, loss of privilege, restitution, warning regarding future consequence for repeated offence, referral to Respond Program, issue detention Yellow Card (Appendix 3)
  AND/OR
- **Level Two**: Parent contact, referral to Guidance Officer, referral to Intensive Behaviour Support Team, issue suspension Red Card (Appendix 3)
- **Level Three**: Students who engage in very serious problem behaviours such as major violent physical assault, or the use or supply of weapons or drugs can expect to be recommended for exclusion from school following an immediate period of suspension.
The following table outlines examples of major and minor problem behaviours:

| Area                        | Minor                                                                 | Major                                                               |
|-----------------------------|-----------------------------------------------------------------------|                                                                    |
| Movement around school      | • Running on concrete or around buildings                             | • Throwing objects                                                 |
|                             | • Running in stairwells                                               | • Possession of weapons                                            |
|                             | • Not walking bike in school grounds                                  |                                                                    |
| Play                        | • Incorrect use of equipment                                         | • Serious physical aggression                                      |
|                             | • Not playing school approved games                                   | • Fighting                                                          |
|                             | • Playing in toilets                                                 |                                                                    |
| Physical contact            | • Minor physical contact (eg: pushing and shoving)                    | • Possession or selling of drugs                                   |
| Correct Attire             | • Not wearing a hat in playground                                     | • Ongoing refusal to do work.                                      |
|                             | • Not wearing shoes outside                                          | • Ongoing non-compliance to complete home/class Tasks.             |
| Other                       | • Not completing set tasks that are at an appropriate level           | • Leaving class without permission (out of sight)                  |
|                             | • Refusing to work                                                   | • Leaving school without permission                                 |
| Class tasks                 | • Not being punctual (eg: lateness after breaks)                      |                                                                    |
|                             | • Not in the right place at the right time.                          |                                                                    |
| Being in the right place    | • Low intensity failure to respond to adult request                  | • Use of a mobile phone in any part of the school                  |
|                             | • Non compliance                                                    | • Offensive language                                               |
|                             | • Unco-operative behaviour                                          | • Aggressive language                                              |
| Follow instructions         | • Minor dishonesty                                                   | • Verbal abuse / directed profanity                                |
| Accept outcomes for behaviour | • Littering                                                        |                                                                    |
| Rubbish                     | • Mobile phone switched on in any part of the school                  | • Stealing / major theft                                           |
|                             | • at any time without authorisation (written permission               | • Wilful property damage                                           |
|                             | from an authorised staff member)                                     | • Vandalism                                                        |
|                             | • Inappropriate language (written/verbal)                            |                                                                    |
| Language                    | • Calling out                                                        | • Major bullying / harassment                                     |
|                             | • Poor attitude                                                      | • Major disruption to class                                        |
|                             | • Disrespectful tone                                                | • Blatant disrespect                                              |
| Property                    | • Petty theft                                                        | • Major defiance                                                   |
|                             | • Lack of care for the environment                                   | • Bringing a knife to school (Appendix 4)                          |
| Others                      | • Not playing fairly                                                |                                                                    |
|                             | • Minor disruption to class                                          |                                                                    |
|                             | • Minor defiance                                                    |                                                                    |
|                             | • Minor bullying / harassment                                        |                                                                    |

Relate problem behaviours to expected school behaviours
When responding to problem behaviours, staff members ensure that students understand the relationship of the problem behaviour to expected school behaviour. One method that staff members might use to achieve this is to have students:
- articulate the relevant expected school behaviour
- explain how their behaviour differs from expected school behaviour
- describe the likely consequences if the problem behaviour continues; and
- identify what they will do to change their behaviour in line with expected school behaviour

Should a problem behaviour be repeated, the staff member may not repeat the discussion/explanation process but simply remind the student of the consequences of their problem behaviour.

Ensuring consistent responses to problem behaviour
At Eungella State School staff members authorised to issue consequences for problem behaviour are provided with appropriate professional development and/or training. Through training activities, we work to ensure consistent responses to problem behaviour across the school.
Students also receive training about how to respond when other students display problem behaviour, and the courteous way to respond when a staff member re-directs their behaviour or consequences are applied for problem behaviour.

In alignment with The Code of School Behaviour when applying consequences, the individual circumstances and actions of the student and the needs and rights of school community members are considered at all times.

**Strategies to implement supportive, fair, logical and consistent consequences include:**

1: Classroom Management
The teacher responds to low level misbehaviour and classroom disturbance by ignoring inappropriate behaviour where possible, giving clear directions, reinforcing positive behaviour and using non-verbal messages to alert or cue the student.

2: Restatement, Rule Reminders
The teacher adds a combination of the following strategies to address the student’s behaviour: restatement of the rule, giving a specific direction, giving the student a choice eg to work/play appropriately or move to a different area/activity.

3: Time Away/Time Out
The student is sent to a different part of the current classroom, another classroom or a different area until the student is willing and able to comply. It is critical to support re-entry in a planned, solution focussed, non-punitive manner. Continual or serious disturbances may result in the student being referred to the Administration and parents/carers being notified.

4: Teacher and Student Plan of Action
If a student’s behaviour continues to infringe upon the rights of others in the classroom and/or playground, a plan of action is developed by the teacher and student. Parents/carers are contacted. If additional support is required to implement the plan the teacher will make a referral to the Principal (or Acting Principal), where necessary. The behaviour will be dealt with according to the School’s Plan of Action (see Appendix 3). From here it will be documented and parental contact may be necessary as a warning or as an incident report (Yellow Card/Letter) leading to detention. Continual disruption will lead to a referral to the School’s Special Needs Committee (Social Justice Committee).

5: School Intervention and Recording of Student’s Inappropriate Behaviour
The student is referred to the Special Needs Committee and a Case Manager (usually the class teacher) will be appointed. The school provides counselling if required and makes genuine attempts to involve the student in the resolution of serious conflicts and problems that arise. To inform further planning and decision making processes, incidents of inappropriate behaviour are recorded on OneSchool (School/Student Management System).

6: External Assistance
A functional behaviour assessment is completed in consultation with the relevant people such as parents/carers, teachers, the student, Guidance Officer, behaviour support specialists and relevant external agencies. This assessment is used to inform the development of an Individual Behaviour Support Plan.

7: Monitoring and Review
Monitoring and follow-up of the formal Individual Behaviour Support Plan may involve a series of case conferences with staff members, parents/caregivers, the classroom teacher, specialist personnel and external support agencies, as necessary.
In exceptional circumstances of serious and/or repeated unacceptable or dangerous behaviour the following procedures may be used.

8: Suspension Procedures
This is implemented in line with the Education Queensland policy SM-16 Student Disciplinary Absences.
In the event of a suspension for 1-5 days, the Principal will take reasonable steps to ensure the student is given school work to allow them to continue with their education. The Principal will discuss with the Class Teacher and make a time when the parent is able to collect the school work or have appropriate work emailed to a suitable email address.

In the event of a suspension for 6-20 days, the Principal will arrange student access to an education program to allow the student to continue with their education. This will involve the Class Teacher preparing learning and the parent collecting this from the school or have appropriate work emailed to a suitable email address. This may also include a referral to the Behaviour Support Service.

9: Recommendation for Exclusion
This is implemented in line with the Education Queensland policy SM-16 Student Disciplinary Absences. The Principal will arrange for the student to access an education program. This will be discussed at the time of parent meeting and assigning a case manager.

6. Emergency or critical incident responses

It is important that all staff have a consistent understanding of how to respond to emergency situations or critical incidents involving severe problem behaviour. This consistency ensures that appropriate actions are taken to ensure that both students and staff are kept safe.

An emergency situation or critical incident is defined as an occurrence that is sudden, urgent, and usually unexpected, or an occasion requiring immediate action.

Severe problem behaviour is defined as behaviour of such intensity, frequency, or duration that the physical safety of the student or others is likely to be placed in serious jeopardy.

Basic defusing strategies
Avoid escalating the problem behaviour
(Avoid shouting, cornering the student, moving into the student’s space, touching or grabbing the student, sudden responses, sarcasm, becoming defensive, communicating anger and frustration through body language).

Maintain calmness, respect and detachment
(Model the behaviour you want students to adopt, stay calm and controlled, use a serious measured tone, choose your language carefully, avoid humiliating the student, be matter of fact and avoid responding emotionally).

Approach the student in a non-threatening manner
(Move slowly and deliberately toward the problem situation, speak privately to the student/s where possible, speak calmly and respectfully, minimise body language, keep a reasonable distance, establish eye level position, be brief, stay with the agenda, acknowledge cooperation, withdraw if the situation escalates).

Follow through
(If the student starts displaying the appropriate behaviour briefly acknowledge their choice and re-direct other students’ attention towards their usual work/activity. If the student continues with the problem behaviour then remind them of the expected school behaviour and identify consequences of continued unacceptable behaviour).
Debrief
(Help the student to identify the sequence of events that led to the unacceptable behaviour, pinpoint decision moments during the sequence of events, evaluate decisions made, and identify acceptable decision options for future situations).

Physical Intervention
Staff may make legitimate use of physical intervention if all non-physical interventions have been exhausted and a student is:
- physically assaulting another student or staff member
- posing an immediate danger to him/herself or to others

Appropriate physical intervention may be used to ensure that Eungella State School's duty of care to protect students and staff from foreseeable risks of injury is met. The use of physical intervention is only considered appropriate where the immediate safety of others is threatened and the strategy is used to prevent injury.

Physical intervention can involve coming between students, blocking a student's path, leading a student by the hand/arm, shepherding a student by placing a hand in the centre of the upper back, removing potentially dangerous objects and, in extreme situations, using more forceful restraint.

It is important that all staff understand:
- physical intervention cannot be used as a form of punishment
- physical intervention must not be used when a less severe response can effectively resolve the situation
- the underlying function of the behaviour

Physical intervention is not to be used as a response to:
- property destruction
- school disruption
- refusal to comply
- verbal threats
- leaving a classroom or the school, unless student safety is clearly threatened

Any physical intervention made must:
- be reasonable in the particular circumstances,
- be in proportion to the circumstances of the incident
- always be the minimum force needed to achieve the desired result, and
- take into account the age, stature, disability, understanding and gender of the student

Record keeping
Each instance involving the use of physical intervention must be formally documented. The following records must be maintained:
- incident report - MY HR & OneSchool - online
- Health and Safety incident record MYHR - online
- debriefing report (for student and staff) (Appendix 5)
7. Network of student support

Students at Eungella State School are supported through positive reinforcement and a system of universal, targeted, and intensive behaviour supports by:

- Parents
- Teachers
- Support Staff
- Administration Staff
- Guidance Officer
- Advisory Visiting Teachers
- Positive Learning Centre Staff
- Senior Guidance Officer

The school is able to access support both within EQ (Education Queensland) and through the community. An outline of some of these include:

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<th>SCHOOL BASED SERVICES</th>
<th>DISTRICT &amp; OTHER E.Q. SERVICES</th>
<th>COMMUNITY SERVICES</th>
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<tbody>
<tr>
<td>✓ Guidance Officer</td>
<td>✓ Senior Guidance Officers</td>
<td>✓ Department of Child Safety</td>
</tr>
<tr>
<td>✓ Special Education Teacher</td>
<td>✓ Access to Behaviour Management Funding</td>
<td>✓ Juvenile Aid Bureau</td>
</tr>
<tr>
<td>✓ School Chaplain</td>
<td></td>
<td>✓ Police Liaison Officer</td>
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<tr>
<td></td>
<td></td>
<td>✓ Qld Health Services (Nurse)</td>
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<tr>
<td></td>
<td></td>
<td>✓ Disability Services Qld</td>
</tr>
<tr>
<td></td>
<td></td>
<td>✓ Child and Youth Mental Health</td>
</tr>
<tr>
<td></td>
<td></td>
<td>✓ Local Council (Youth Worker)</td>
</tr>
</tbody>
</table>

8. Consideration of individual circumstances

To ensure alignment with the Code of School Behaviour when applying consequences, the individual circumstances and actions of the student and the needs and rights of school community members are considered at all times.

Eungella State School considers the individual circumstances of students when applying support and consequences by:

- promoting an environment which is responsive to the diverse needs of its students
- establishing procedures for applying fair, equitable and non violent consequences for infringement of the code ranging from the least intrusive sanctions to the most stringent
- recognising and taking into account students’ age, gender, disability, cultural background, socioeconomic situation and their emotional state
- recognising the rights of all students to:
  - express opinions in an appropriate manner and at the appropriate time
  - work and learn in a safe environment regardless of their age, gender, disability, cultural background or socio-economic situation, and
  - receive adjustments appropriate to their learning and/or impairment needs

9. Related legislation

- Commonwealth Disability Discrimination Act 1992
- Commonwealth Disability Standards for Education 2005
- Education (General Provisions) Act 2006
- Education (General Provisions) Regulation 2006
- Criminal Code Act 1899
- Anti-Discrimination Act 1991
- Commission for Children and Young People and Child Guardian Act 2000
- Judicial Review Act 1991
• Workplace Health and Safety Act 1995
• Workplace Health and Safety Regulation 1997
• Right to Information Act 2009
• Information Privacy (IP) Act 2009

10. Related policies
• SMS-PR-021: Safe, Supportive and Disciplined School Environment
• CRP-PR-009: Inclusive Education
• SMS-PR-027: Enrolment in State Primary, Secondary and Special Schools
• SMS-PR-022: Student Dress Code
• SMS-PR-012: Student Protection
• SCM-PR-006: Hostile People on School Premises, Wilful Disturbance and Trespass
• GVR-PR-001: Police Interviews and Police or Staff Searches at State Educational Institutions
• ICT-PR-004: Using the Department's Corporate ICT Network
• IFM-PR-010: Managing Electronic Identities and Identity Management
• SCM-PR-003: Appropriate Use of Mobile Telephones and other Electronic Equipment by Students

11. Some related resources
• National Safe Schools Framework (ncab.nssbestpractice.org.au/resources/resources.shtml)
• National Framework for Values Education in Australian Schools (www.valueseducation.edu.au)
• National Framework for Values Education in Australian Schools – Queensland (www.education.qld.gov.au/curriculum/values/)
• Bullying: No Way! (www.bullyingnoway.com.au)
• MindMatters (www.curriculum.edu.au/mindmatters)
• Kidsmatter http://www.kidsmatter.edu.au/

Endorsement

Judy Atkins
Principal

Robyn Walker
P&C President

Brendan Smith
Assistant Regional Director

Effective Date: 1 September 2015 – 31 August 2018
Appendix 1

The Use of Personal Technology Devices* at School

This policy reflects the importance the school places on students displaying courtesy, consideration and respect for others whenever they are using personal technology devices.

Certain Personal Technology Devices Banned From School
Students must not bring valuable personal technology devices like cameras, digital video cameras or MP3 players to school as there is a risk of damage or theft. Such devices will be confiscated by school staff and may be collected at the end of the day from the school office. Breaches of this prohibition may result in discipline.

Confiscation
Permitted personal technology devices used contrary to this policy on school premises will be confiscated by school staff. They will be made available for collection from the school office at the end of the school day unless required to be kept for purposes of disciplinary investigation, when it will only be returned in the presence of a parent.

Devices potentially containing evidence of criminal offences may be reported to the police. In such cases police may take possession of such devices for investigation purposes and students and parents will be advised to contact Queensland Police Service (QPS) directly.

Students who have a personal technology device confiscated more than once will not be permitted to have a personal technology device at school for at least one month, or longer if deemed necessary by the Principal.

Personal Technology Device Etiquette
Bringing personal technology devices to school is not encouraged by the school because of the potential for theft and general distraction and/or disruption associated with them. However, if they are brought to school, they must be turned off and out of sight during assemblies or classes. Personal technology devices may be used at morning tea and lunch breaks and before and after school.

Recording voice and Images
Every member of the school community should feel confident about participating fully and frankly in all aspects of school life without concern that their personal privacy is being invaded by them being recorded without their knowledge or consent.

We uphold the value of trust and the right to privacy at Eungella State School, students using personal technology devices to record inappropriate behaviours or incidents (such as vandalism, fighting, bullying, staged fighting or pranks etc) for the purpose of dissemination among the student body or outside the school, by any means (including distribution by phone or internet posting) builds a culture of distrust and disharmony.

Students must not record images anywhere that recording would not reasonably be considered appropriate (e.g. in change rooms, toilets or any other place where a reasonable person would expect to be afforded privacy).

Recording of events in class is not permitted unless express consent is provided by the class teacher.

A student at school who uses a personal technology device to record private conversations, ordinary school activities (apart from social functions like graduation ceremonies) or violent, illegal or embarrassing matter capable of bringing the school into public disrepute is considered to be in breach of this policy.
Even where consent is obtained for such recording, the school will not tolerate images or sound captured by personal technology devices on the school premises or elsewhere being disseminated to others, if it is done for the purpose of causing embarrassment to individuals or the school, for the purpose of bullying or harassment, including racial and sexual harassment, or where without such intent a reasonable person would conclude that such outcomes may have or will occur.

Students involved in:
- recording; and/or
- disseminating material (through text messaging, display, internet uploading etc); and/or,
- knowingly being a subject of a recording
Breach of this policy may be subject to discipline (including suspension and recommendation for exclusion).

Students should note that the recording or dissemination of images that are considered indecent (such as nudity or sexual acts involving children), is against the law and if detected by the school will result in a referral to QPS.

Text communication
The sending of text messages that contain obscene language and/or threats of violence may amount to bullying and or harassment or even stalking, and will subject the sender to discipline and possible referral to QPS. Students receiving such text messages at school, should ensure they keep the message as evidence and bring the matter to the attention of the school office.

Assumption of cheating
Personal technology devices may not be taken into or used by students at exams or during class assessment unless expressly permitted by staff. Staff will assume students in possession of such devices during exams or assessments are cheating. Disciplinary action will be taken against any student who is caught using a personal technology device to cheat during exams or assessments.

Recording Private Conversations and the Invasion of Privacy Act 1971
It is important that all members of the school community understand that under the Invasion of Privacy Act 1971, ‘a person is guilty of an offence against this Act if the person uses a listening device to overhear, record, monitor or listen to a private conversation’. It is also an offence under the Act for a person who has overheard, recorded, monitored or listened to a conversation to which s/he is not a party to publish or communicate the substance or meaning of the conversation to others.

Students need to understand that some conversations are private and therefore to overhear, record, monitor or listen to such private conversations may be in breach of this Act, unless consent to the recording is appropriately obtained.

Special Circumstances Arrangement
Students who require the use of a personal technology device in circumstances that would contravene this policy (for example to assist with a medical condition or other disability or for a special project) should negotiate a special circumstances arrangement with the Deputy Principal or Principal.

* Personal Technology Devices include, but are not limited to, games devices (such as Portable gaming devices, Tamagotchi®, laptop computers, PDAs, Blackberrys®, ipads, cameras and/or voice recording devices (whether or not integrated with a mobile phone or MP3 player), mobile telephones, IPods® and devices of a similar nature.

† Education Queensland does not tolerate bullying behaviour at schools. This includes bullying conducted by electronic means.
Appendix 2

Procedures for Preventing and Responding to Incidents of Bullying (including Cyberbullying)

Purpose

1. Eungella State School strives to create positive, predictable environments for all students at all times of the day. The disciplined and teaching environment that we are creating is essential to:
   - achieving overall school improvement, including the effectiveness and efficiency of our student support procedures
   - raising achievement and attendance
   - promoting equality and diversity and
   - ensuring the safety and well-being of all members of the school community.

2. There is no place for bullying in Eungella State School. Research indicates that both those being bullied and those who bully are at risk for behavioural, emotional and academic problems. These outcomes are in direct contradiction to our school community’s goals and efforts for supporting all students.

3. Bullying behaviours that will not be tolerated at Eungella State School include name-calling, taunting, mocking, making offensive comments, kicking, hitting, pushing, taking belongings, inappropriate text messaging, sending offensive or degrading images by phone or internet, producing offensive graffiti, gossiping, excluding people from groups, and spreading hurtful and untruthful rumours.

4. Bullying may be related to:
   - race, religion or culture
   - disability
   - appearance or health conditions
   - sexual orientation
   - sexist or sexual language
   - young carers or children in care.

5. At Eungella State School there is broad agreement among students, staff and parents that bullying is observable and measurable behaviour. When considering whether or not bullying has occurred, we will therefore avoid speculation on the intent of the behaviour, the power of individuals involved, or the frequency of its occurrence. Whether bullying behaviour is observed between students of equal or unequal power, whether it occurs once or several times, and whether or not the persons involved cite intimidation, revenge, or self-defence as a motive, the behaviour will be responded to in similar fashion, that is, as categorically unacceptable in the school community.

Rationale

6. Research indicates that many problem behaviours are peer-maintained. That is, peers react to bullying in ways that may increase the likelihood of it occurring again in the future. Reactions include joining in, laughing, or simply standing and watching, rather than intervening to help the person being bullied. Whilst our school would never encourage students to place themselves at risk, our anti-bullying procedures involve teaching the entire school a set of safe and effective response to all problem behaviour, including bullying, in such a way that those who bully are not socially reinforced for demonstrating it.

7. The anti-bullying procedures at Eungella State School are an addition to our already research-validated school wide positive behaviour support processes. This means that all
students are being explicitly taught the expected school behaviours and receiving high levels of social acknowledgement for doing so. Adding lessons on bullying and how to prevent and respond to it is a subset of procedures that our students are already accustomed to.

**Prevention**

8. Attempting to address specific problem behaviours will not be successful if the general level of disruptive behaviour in all areas of our school is not kept to a low level. Therefore, our school wide universal behaviour support practices will be maintained at all times. This will ensure that:

   - Our universal behaviour support processes will always remain the primary strategy for preventing problem behaviour, including preventing the subset of bullying behaviour
   - All students know the 3 school rules and have been taught the expected behaviours attached to each rule in all areas of the school
   - All students have been or are being taught the specific routines in the non-classroom areas, from exiting the classroom, conducting themselves in accordance with the school expectations in the playground and other areas, to re-entering their classrooms
   - All students are receiving high levels of positive reinforcement for demonstrating expected behaviours, including those associated with following our routines, from all staff in the non-classroom areas of the school
   - A high level of quality active supervision is a permanent staff routine in the non-classroom areas. This means that duty staff members are easily identifiable and are constantly moving, scanning and positively interacting as they move through the designated supervision sectors of the non-classroom areas.

9. The student curriculum modules of the anti-bullying process consist of lessons taught by all teachers in all classrooms to a school wide schedule of instruction. At all times simultaneous instruction is our goal, in order to maintain consistency of skill acquisition across the school.

10. An initial introductory lesson is delivered, which teaches the 3-step process to be used by all students when experiencing bullying behaviour either as a person being bullied, the person bullying or bystander.

11. The introductory lesson is followed by several shorter lessons, each of which focuses on one of the bullying behaviours that the school has identified and defined. These lessons include instruction on how to approach adults and also on what reactions and systemic responses they should expect from adults.

12. Research indicates that a common outcome of anti-bullying programming is an improvement in understanding of bullying but little change in the frequency or nature of actual bullying behaviour. One of the reasons cited for this outcome is the lack of behavioural rehearsal in the programming. The anti-bullying process at Eungella State School takes care to combine knowledge with practice in a process of active learning, so that students understand by ‘doing’ as much as by ‘knowing’.

13. Eungella State School uses behavioural data for decision-making. This data is entered into our database on a daily basis and can be recalled as summary reports at any time. This facility allows the school to track the effectiveness of its anti-bullying process, to make any necessary adjustments, and to identify specific bullying behaviours that may need to be revisited or revised in the instructional process.
Appendix 3

Consequences for behaviour

Consequences for acceptable behaviour are as per Positive Behaviour flowchart.

Consequences for unacceptable behaviour:

1. Classroom teacher deals with incident and refers to Administration if necessary and enters incident onto OneSchool and refers to Principal. Option to send to timeout (another class/Admin) or use other strategies depending on incident.

2. Administration discusses incident with teacher and student/s involved and makes an informed decision regarding consequence (see flow charts) and makes appropriate parental contact if necessary (letter, telephone conversation or meeting).
   a. Issues student with Blue Card (Caution/Warning Card) that informs parents of the situation and provides them with the opportunity to discuss it with their child. Card needs to be signed and returned the following day.
   b. Issues student with a Yellow Card Letter (Detention Letter) that generates a letter home to parents informing them of the situation and consequences of the behaviour and also provides them with the opportunity to discuss the seriousness with their child. Return section of letter needs to be returned following day when detention begins.
   c. Issues student with a Red Card Letter (Suspension Card) in line with the Education Queensland policy SM-16 Student Disciplinary Absences. Administration needs to refer student to Social Justice Committee to monitor and if necessary provide Guidance or other external assistance.
   d. Issues student with a Red Card Letter (Suspension Card) in line with the Education Queensland policy SM-16 Student Disciplinary Absences, with recommendation to exclude.
YELLOW CARD

Teacher → Administration

Speaks to those involved

Parents sign & return to school → Detention → Finished

Issued with Yellow Card (Detention) & Letter sent home

Behaviour continues /similar incident (only 2 yellow cards)

Letter sent home

Detention

Behaviour continues /similar incident (see Red Card)

Finished
Teacher → Administration

Speaks to those involved

Issued with Red Card (Suspension) Parent meeting & letter sent home

Parents sign & return to school

Suspension → Re-entry interview with parents and student

Behaviour continues/Similar incident (refer to SJC & may need to go to exclusion)
WORKING TOGETHER TO KEEP EUNGELLA STATE SCHOOL SAFE

We can work together to keep knives out of school. At Eungella State School:

- Every student has the right to feel safe and be safe at school.
- No knives are allowed to be taken to school by students.
- There is no reason for a student to have a knife at school, and it is against the law for a student to have a knife at school.

If a student has a knife a school, they can expect serious consequences, such as fines and possibly jail. Longer jail sentences can be given to young people if someone is injured with a knife during an assault.

What kinds of knife are banned?

- No knives of any type are allowed at school, including flick knives, ballistic knives, sheath knives, push daggers, trench knives, butterfly knives, star knives, butter knives, fruit knives or craft knives, or any item that can be used as a weapon, for example a chisel.
- Knives needed for school activities will be provided by the school, and the use of them will be supervised by school staff.
- In circumstances where students are required to have their own knives or sharp tools for particular subjects or vocational courses, the school will provide information about the procedures for carrying and storing these items at school.

Principal can take tough action against a student who brings a knife to school.

- If a student has a knife at school, principals can inform the police.
- Possessing a knife at school may result in serious disciplinary consequences such as suspension or exclusion.
- Police can search a student and their property at school if they suspect a student has a knife.
- A student may be charged with a criminal offence and may face serious consequences if convicted, including a fine or jail.

The points below apply to Education Queensland schools.

- School property such as desks or lockers may be searched if the principal suspects that a student has a knife on or in school property.
- If the principal suspects the student has a knife in their bag, the bag may be temporarily confiscated until police arrive.
- If the student does have a knife at school, it can be confiscated by the principal and given to the police.

How can parents help to keep Eungella State School safe?

- Make sure your child knows what the laws and rules are about knives.
- Do not include knives or knife tools in children’s lunch boxes, pencil cases or craft kits.
- Contact your school principal if you believe your child is being bullied or threatened at school.
- If you want to talk about students and knives at school, please contact the school Principal.
APPENDIX 5
Debriefing Report

Formal debriefing should be led by a staff member trained in the process who has not been involved in the event. The goals of debriefing are to:

- Reverse or minimise the negative effects of physical intervention
- Prevent the future use of physical intervention
- Address organisational problems and make appropriate changes

Notes on the discussion that occurs during the debriefing report are not required to be documented, however a note should be made that the debriefing has occurred for both staff and students involved (e.g. names, date, time and outcomes).

Debriefing should provide information on:
- Who was involved
- What happened
- Where it happened
- Why it happened
- What we learned

The specific questions we want to answer through the debriefing process are:

- **FACTS**: what do we know happened?
- **FEELINGS**: how do you feel about the event that happened?
- **PLANNING**: what can/should we do next?

Questions for staff
- What were the first signs?
- What de-escalation techniques were used?
- What worked and what did not?
- What would you do differently next time?
- How can physical intervention be avoided in this situation in the future?
- What emotional impact does using physical intervention have on you?
- What was your emotional state at the time of the escalation?

Questions for student
- What was it that you needed?
- What upset you most?
- What did we do that was helpful?
- What did we do that got it that way?
- What can we do better next time?
- Is there anything that you would do differently?
- Would you do something differently next time?
- What could we have done to make the physical intervention less invasive?

For students who have language or communication difficulties the debriefing process will need to modified to accommodate their specific receptive and expressive needs.