



STUDENT BEHAVIOUR DEVELOPMENT POLICY

RATIONALE

Sacred Heart College is a Catholic, learning, faith community in the Mercy tradition that has at its centre the dignity of each person. Our Mercy Values of Respect and Justice compel us to ensure the wellbeing of all College community members is cherished and developed, and where all young people have a right to a positive learning experience, respecting diversity and individual difference. We offer a rich, broad curriculum which nurtures faith, provides personalised learning, promotes healthy personal relationships, stresses the importance of student leadership and agency, and promotes self-discipline and responsibility.

DEFINITIONS

Workplace participant: All College employees, contractors, consultants, students on placement and volunteers (hereafter referred to as Workplace Participants), both inside and outside of the workplace.

POLICY STATEMENT

This policy outlines how the College cares pastorally for all students whilst setting expectations in relation to the conduct of students. The College sets guidelines for student attitudes and behaviours via the Personal Respect and Dignity Statement and College Student Expectations. When students fail to meet these guidelines or other reasonable behavioural expectations, they are respectfully challenged and supported.

All members of the College community are expected to conduct themselves at all times in a manner that shows respect for oneself, others and property, and prioritise the safety of all individuals. Students are educated to know that their actions must not stop others from learning or make others feel excluded or uncomfortable.

Persons who witness inappropriate conduct are also encouraged to 'speak-up', so that the individual is challenged to act in a manner consistent with the College's expectations.

Corporal punishment is not permitted as a means of addressing behavioural or educational concerns. This form of punishment is not consistent with the restorative process.

The Student Behaviour Development Policy is part of a whole-school strategy to promote well-being, as well as to:

- create a culture always mindful of promoting Child Safety;
- enhance school and family relationships;
- create effective networks of care;
- provide student pastoral organisational structures that are inclusive and foster a sense of belonging and connection through quality of relationships;
- ensure a supportive and coordinated pastoral education and support structures;
- ensure uniformity of approaches and actions when setting student expectations and through these to create a culture of support, respect, responsibility and self-discipline for all members of the College community;
- implement cooperative and inclusive learning and teaching strategies;
- place particular attention to the practice of restorative justice, through which we aim to use a restorative rather than punitive approach to students' behaviour development.

This policy is to be read in conjunction with the College's Pastoral Care Policy.

RESPONSIBILITIES

The College

The College will:

- Provide positive behaviour expectation and behaviour management skilling of students that is pastorally driven, comprehensive and whole-of-school in nature
- Promote and review the Personal Respect and Dignity Statement and College Student Expectations
- Focus on delivering outcomes of personal resilience
- Ensure the mode is based on prevention and primary intervention
- Build and maintain relationships grounded in the Mercy charism and Mercy Values for education
- Respect the dignity, rights and fundamental freedoms of individual students
- Provide student learning opportunities that are responsive to their needs and their growth and fulfilment
- Support students to value themselves, experience their own well-being and spirituality while enabling them to contribute to enhancing the school community
- Provide students with an experience of belonging, being accepted and valued, and positively connected and engaged with the community
- Preference behaviour development processes which ensure students remain engaged and connected with school unless clearly not appropriate

Principal and College Leadership Teams

In addition to the College responsibilities above, the Principal and College Leadership Teams will:

- Ensure all in the College community understand their responsibilities, entitlements and expectations in relation to student behaviour development
- Ensure a just and reasonable balancing of the rights, needs, obligations and wellbeing of all affected by students' wrongful behaviour
- Provide professional learning opportunities that reflect the College's approach to Pastoral Care of students and child safety
- Determine and advise of any necessary action beyond the College's formal student behaviour development procedures, guided by principles that include justice, respect, compassion, personal and communal safety, health, and duty of care.

Teachers

In addition to the College responsibilities above, Teachers will:

- Acquaint themselves each year with the College Student Expectations and work with students to meet them
- Establish clear classroom expectations, supported by revision and/or reinforcement as appropriate
- Ensure student accountability for actions in accordance with the Accountability with Dignity Overview

Workplace Participants

In addition to the College responsibilities above, workplace participants will:

- Be involved in the pastoral care of our students
- Acquaint themselves each year with the College Student Expectations and, where appropriate, work with students to meet them
- Hold students accountable when they are not upholding the College Expectations, or are behaving in a disrespectful, irresponsible or dangerous manner

Students

Students will:

- Respect the rights of the individual, the right to learn and teach, and to feel safe and respected in an inclusive learning environment.
- Be aware of and embrace the College Student Expectations.
- Contribute actively to the development of a positive learning environment.
- Understand that all actions have consequences and to develop and exercise the ability to make and act on sound and reasoned decisions.

Families

Families will:

- Support the College's Personal Respect and Dignity Statement and College Student Expectations by encouraging and endorsing appropriate behaviours both within and outside of school.
- Work with the College in resolving matters relating to their child's behaviour, in accordance with this policy and related documents

PROCEDURES

The initial response when dealing with a breach of this policy is restorative. Restorative practices raise students' awareness of the impact of behaviour on self and others through personal accountability, with the focus being on restoring relationships, taking responsibility for actions and to change and heal destructive behaviours. It is acknowledged that repeated or more serious infringements may require the use of supplementary interventions such as accountability afternoons and Community Service.

Procedures for addressing breaches of student expectations are as per the **Pastoral Care and Student Behaviour Development Procedure**.

RELATED DOCUMENTS

Policies

- Child Safety and Empowerment Policy
- Student Pastoral Care Policy
- Inclusive Communities Policy
- ICT Policy
- Banned Substances Policy
- Uniform Policy

Behaviour Development Support Documents

- Pastoral Care and Student Behaviour Development Procedures
- Personal Respect and Dignity Statement
- College Student Expectations (CANVAS - Student Space)
- Accountability with Dignity Overview
- Individual Student Behaviour Support Plan
- Accountability Agreement
- Student Review Form

Catholic Education Melbourne (CEM) documents


- CEM Policy 2.26: Pastoral Care of Students
 - CEM Procedures for Student Behaviour Management
- CEM Restorative Practice in Catholic School Communities

DOCUMENT CONTROL

Date Approved: 31 July 2019

Name: Anna Negro

Signature: _____



Date presented at Council Meeting:

Person Responsible for Implementation: The Principal

Last amended: 2019

Next Review Date: 2022

Location Checklist: Staff Handbook Canvas – Student Space Parent Portal Website