



STUDENT WELLBEING AND ENGAGEMENT POLICY

PURPOSE

The purpose of this policy is to ensure that all students and members of our school community understand:

- (a) our commitment to providing a safe and supportive learning environment for students
- (b) expectations for positive student behaviour
- (c) support available to students and families
- (d) our school's policies and procedures for responding to inappropriate student behaviour.

Brunswick North Primary School is committed to providing a safe, secure and stimulating learning environment for all students. We understand that students reach their full potential only when they are happy, healthy and safe, and that a positive school culture helps to engage students and support them in their learning. Our school acknowledges that student wellbeing and student learning outcomes are closely linked.

The objective of this policy is to support our school to create and maintain a safe, supportive and inclusive school environment consistent with our school's values.

SCOPE

This policy applies to all school activities, including camps and excursions.

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POLICY

1. School profile

BNPS was established on this site in 1908. In 1925 the new school building was commissioned. It cost £15,496 to build and was designed to accommodate 750 students across 15 classrooms. The first principal was Mr. J H Barling. He instituted the 'Pupils Parliament' and a lunch program where students of working parents would provide a lunch for less fortunate children.

Brunswick North Primary School offers a positive and nurturing environment for students from diverse backgrounds. Our experienced and caring teachers provide a comprehensive curriculum including a broad range of specialist subjects. The school boasts excellent facilities, strong student welfare programs, out of school hours care and strong links to our community.

2. School values, philosophy and vision

Values form the foundation of our planning and guide our direction as a community.

At Brunswick North Primary School our School Values are:

- RESPECT
- RESPONSIBILITY
- COURAGE

Our school's vision is to prepare our students to become active, thoughtful, engaged and responsible citizens of the local and global community. We acknowledge and support the potential and talent of each young person.

3. Engagement strategies

Brunswick North Primary School has developed a range of strategies to promote engagement, positive behaviour and respectful relationships for all students in our school. We acknowledge that some students may need extra social, emotional or educational support at school, and that the needs of students will change over time as they grow and learn.

A summary of the universal (whole of school), targeted (year group specific) and individual engagement strategies used by our school is included below:

Universal

- *high and consistent expectations of all staff, students and parents and carers*
- *prioritise positive relationships between staff and students, recognising the fundamental role this plays in building and sustaining student wellbeing*
- *creating a culture that is inclusive, engaging and supportive and are committed to gender equality and developing respectful relationships.*
- *welcoming all parents/carers and being responsive to them as partners in learning*
- *analysing and being responsive to a range of school data such as attendance, Attitudes to School Survey, parent survey data, student management data and school level assessment data*
- *teachers at Brunswick North Primary School adopt a broad range of teaching and assessment approaches to effectively respond to the diverse learning styles, strengths and needs of our students and follow the standards set by the Victorian Institute of Teaching*
- *our school's Statement of Values are incorporated into our curriculum and promoted to students, staff and parents so that they are shared and celebrated as the foundation of our school community*
- *carefully planned transition programs to support students moving into different stages of their schooling*
- *positive behaviour and student achievement is acknowledged in the classroom, and across the school*
- *monitor student attendance and implement attendance improvement strategies at a whole-school, cohort and individual level*
- *students have the opportunity to contribute to and provide feedback on decisions about school operations through the Junior School Council, Green Team and class forums including suggestion boxes and class circle time meetings/opportunities. Students are also encouraged to speak with their teachers, Wellbeing Coordinator, Assistant Principal and Principal whenever they have any questions or concerns.*

- create opportunities for cross—age connections amongst students through Buddies Programs
- we implement a school wide positive behaviour support framework across the school to promote and support positive behaviours
- we implement the Resilience, Rights and Respectful Relationships Program across the school including the social and emotional learning programs
- opportunities for student inclusion (i.e. sports teams, clubs, recess and lunchtime activities)

Targeted

- students and teachers work together in year level groups to address the learning and wellbeing needs and implement programs that meet the needs of students as they develop
- provide opportunities for all Koorie students to connect with a Koorie Engagement Support Officer
- all students in Out of Home Care will be appointed a Learning Mentor, have an Individual Learning Plan and a Student Support Group (SSG) and will be referred to Student Support Services for an Educational Needs Assessment
- staff will liaise with local agencies such as Merri Health to identify services and programs that meet specific student needs
- staff will apply a trauma-informed approach to working with students who have experienced trauma

Individual

Brunswick North Primary School implements a range of strategies that support and promote individual engagement. These can include:

- building constructive relationships with students at risk or students who are vulnerable due to complex individual circumstances
- meeting with student and their parent/carer to talk about how best to help the student engage with school
- developing an Individual Education Plan [Individual Education Plans](#) and/or a Behaviour Support Plan [Behaviour Support Plans](#)
- considering if any environmental, curriculum or support adjustments need to be made, for example changing the classroom set up, providing additional time for activities, use of assisted technologies
- referring the student to and making use of support programs and agencies:
 - school-based wellbeing supports
 - Student Support Services [Student Support Services](#)
 - Appropriate external supports such as council based youth and family services, other allied health professionals, headspace, child and adolescent mental health services or ChildFirst [headspace, Mental health toolkit, https://beyou.edu.au/](#)
 - Supports for students in Out of Home Care [LOOKOUT](#)
 - Supports for students with disabilities [Program for Students with Disabilities](#)

Where necessary the school will support the student's family to engage by:

- being responsive and sensitive to changes in the student's circumstances and health and wellbeing
- collaborating, where appropriate and with the support of the student and their family, with any external allied health professionals, services or agencies that are supporting the student
- monitoring individual student attendance and developing an Attendance Improvement Plan in collaboration with the student and their family
- running regular Student Support Group meetings [Student Support Groups](#) for all students:
 - with a disability

- *in Out of Home Care*
- *and with other complex needs that require ongoing support and monitoring.*

4. Identifying students in need of support

Brunswick North Primary School is committed to providing the necessary support to ensure our students are supported intellectually, emotionally and socially. The Student Wellbeing team plays a significant role in developing and implementing strategies help identify students in need of support and enhance student wellbeing. Brunswick North Primary School will utilise the following information and tools to identify students in need of extra emotional, social or educational support:

- *personal, health and learning information gathered upon enrolment and while the student is enrolled*
- *attendance records*
- *academic performance*
- *observations by school staff such as changes in engagement, behaviour, self-care, social connectedness and motivation*
- *attendance, detention and suspension data*
- *engagement with families*
- *self-referrals or referrals from peers*

5. Student rights and responsibilities

All members of our school community have a right to experience a safe and supportive school environment. We expect that all students, staff, parents and carers treat each other with respect and dignity. Our school's Statement of Values highlights the rights and responsibilities of members of our community.

Students have the right to:

- participate fully in their education
- feel safe, secure and happy at school
- learn in an environment free from bullying, harassment, violence, discrimination or intimidation
- express their ideas, feelings and concerns.

Students have the responsibility to:

- participate fully in their educational program
- display positive behaviours that demonstrate respect for themselves, their peers, their teachers and members of the school community
- respect the right of others to learn.

Students who may have a complaint or concern about something that has happened at school are encouraged to speak to their parents or carers and approach a trusted teacher or a member of the school leadership team.

6. Student behavioural expectations and management

Behavioural expectations of students, staff and families are grounded in our school's Statement of Values. Student bullying behaviour will be responded to consistently with Brunswick North Primary School's Bullying policy.

The student behaviour expectations and management are outlined in the Brunswick North SWPBS Behaviour Management Document (attached).

This document outlines a staged promotion to create positive school behaviour and a staged response to address inappropriate behaviour and re-support appropriate behaviour. This includes:

- *Establishing an environment and systems that promote positive behaviour*
- *Teaching and modelling class and school rules*
- *Pre-correcting and actively supervising*
- *Implementing a whole school acknowledgement system*
- *Making corrections to student behaviour when necessary*
- *Responding when students do not make the appropriate behaviour corrections*
- *Responding to continued inappropriate behaviour*
- *Collection of behaviour data to inform decisions*
- *Serious or ongoing disruptive behaviour and Behaviour Support Plans*
- *Further serious behaviour options including detention*
- *Addressing bullying incidents*

See Attached SWPBS Behaviour Support Handbook

When a student acts in breach of the behaviour standards of our school community, Brunswick North Primary School will institute a staged response, consistent with the Department's policies on behaviour, discipline and student wellbeing and engagement. Where appropriate, parents will be informed about the inappropriate behaviour and the disciplinary action taken by teachers and other school staff.

Our school considers, explores and implement positive and non-punitive interventions to support student behaviour before considering disciplinary measures such as detention, withdrawal of privileges or withdrawal from class.

Disciplinary measures may be used as part of a staged response to inappropriate behaviour in combination with other engagement and support strategies to ensure that factors that may have contributed to the student's behaviour are identified and addressed. Disciplinary measures at our school will be applied fairly and consistently. Students will always be provided with an opportunity to be heard.

Disciplinary measures that may be applied include:

- *warning a student that their behaviour is inappropriate*
- *teacher controlled consequences such as moving a student in a classroom or other reasonable and proportionate responses to misbehaviour*
- *withdrawal of privileges*
- *referral to the the School Principal, Assistant Principal or Student Wellbeing Coordinator*
- *restorative practices*
- *detentions*
- *behaviour support and intervention meetings*
- *suspension*
- *expulsion*

Suspension, expulsion and restrictive interventions are measures of last resort and may only be used in situations consistent with Department policy, available at:

- <https://www2.education.vic.gov.au/pal/suspensions/policy>
- <https://www2.education.vic.gov.au/pal/expulsions/policy>
- <https://www2.education.vic.gov.au/pal/restraint-seclusion/policy>

In line with Ministerial Order 1125, no student aged 8 or younger will be expelled without the approval of the Secretary of the Department of Education and Training.

The Principal of Brunswick North Primary School is responsible for ensuring all suspensions and expulsions are recorded on CASES21.

Corporal punishment is prohibited in our school and will not be used in any circumstance.

7. Engaging with families

Brunswick North Primary School values the input of parents and carers, and we will strive to support families to engage in their child's learning and build their capacity as active learners. We aim to be partners in learning with parents and carers in our school community.

We work hard to create successful partnerships with parents and carers by:

- ensuring that all parents have access to our school policies and procedures, available on our school website
- maintaining an open, respectful line of communication between parents and staff
- providing parent volunteer opportunities so that families can contribute to school activities
- involving families with homework and other curriculum-related activities
- involving families in school decision making
- coordinating resources and services from the community for families
- including families in Student Support Groups, and developing individual plans for students.

8. Evaluation

Brunswick North Primary School will collect data each year to understand the frequency and types of wellbeing issues that are experienced by our students so that we can measure the success or otherwise of our school-based strategies and identify emerging trends or needs.

Sources of data that will be assessed on an annual basis include:

- student survey data
- incidents data
- school reports
- parent survey
- case management
- CASES21, including attendance and absence data
- SOCS

Brunswick North Primary School will also regularly monitor available data dashboards to ensure any wellbeing or engagement issues are acted upon in a timely manner and any intervention occurs as soon as possible.

COMMUNICATION

This policy will be communicated to our school community in the following ways:

- Available publicly on our school's website
- Included in staff induction processes
- Included in transition and enrolment packs
- Included as annual reference in the school newsletter
- Made available in hard copy from school administration upon request

Our school will also ensure it follows the mandatory parent/carers notification requirements with respect to suspensions and expulsions outlined in the Department's policies at:

- [Suspension process](#)
- [Expulsions - Decision](#)

FURTHER INFORMATION AND RESOURCES

- *Statement of Values and School Philosophy,*
- *Bullying Prevention*
- *Child Safe Standards*

POLICY REVIEW AND APPROVAL

Policy last reviewed	10-5-22
Consultation	Consultation on this policy JSC, Education SC and School Council
Approved by	Principal
Next scheduled review date	10-5 24