Brunswick North Primary School

Student Engagement and Wellbeing Policy

Help for non-English speakers
If you need help to understand the information in this policy please contact the school on 03 9383 1400 or email brunswick.north.ps@education.vic.gov.au

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, where student participation is encouraged and valued, 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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2. School values, philosophy and vision
3. Wellbeing and engagement strategies
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POLICY

1. School profile

Brunswick North Primary School, located in the city of Merri-bek, is a vibrant state government school which has been operating since 1926. Its long and rich history with a reputation for providing quality education and supportive community involvement is well established. The values our school community embraces are: Responsibility, Courage and Respect. These values provide us with a framework for the way we achieve our vision.

At Brunswick North Primary School, we value a positive, friendly atmosphere that promotes social justice, inclusion, diversity, passion for learning and environmental sustainability. We want our students to flourish and experience success. We strive to achieve this by developing a powerful community of students, parents/carers and staff that value caring, respectful relationships and shares responsibility for our student's education

2. School values, philosophy and vision

Brunswick North Primary School's Statement of Values and School Philosophy is integral to the work that we do and is the foundation of our school community. Students, staff and members of our school community are encouraged to live and demonstrate our core values of respect, responsibility and courage at every opportunity.

Our school's vision is to empower students to reach their personal best and fully equip them to contribute positively to society as happy, healthy young adults.

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. Wellbeing and 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:

<u>Universal</u>

- *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*
- *teachers at Brunswick North Primary School use the Gradual Release of Responsibility (GRR) instructional framework. Through explicit instruction using a multi-tiered approach, teachers deliver an explicit, common and shared model of instruction to ensure that evidenced-based, high yield teaching practices are incorporated into all lessons*
- *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 Team, Assistant Principal and Principal whenever they have any questions or concerns.

- *create opportunities for cross—age connections amongst students through Buddies Programs*
- *all students are welcome to self-refer to the Wellbeing Team, Assistant Principal and Principal if they would like to discuss a particular issue or feel as though they may need support of any kind. We are proud to have an 'open door' policy where students and staff are partners in learning*
- *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, pop-ups, recess and lunchtime activities)*
- *measures are in place to empower our school community to identify, report and address inappropriate and harmful behaviours such as racism, homophobia and other forms of discrimination or harassment.*

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*
- *Koorie students are supported to engage fully in their education, in a positive learning environment that understands and appreciates the strength of Aboriginal and Torres Strait Islander culture*
- *our English as a second language students are supported through our EAL program, and all cultural and linguistically diverse students are supported to feel safe and included in our school.*
- *we support learning and wellbeing outcomes of students from refugee background through ensuring a culturally safe and inclusive education, with a multi-tiered approach to supports*
- *we provide a positive and respectful learning environment for our students who identify as LGBTIQA+ and follow the Department's policy on LGBTIQA+ Student Support At BNPS we are proud to have a student Inclusion Action Team, who promote inclusive education specifically for LGBTIQ+ families and students. This includes school wide celebrations of IDAHOBIT and Wear it Purple.*
- *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*
- *students with a disability are supported to be able to engage fully in their learning and school activities in accordance with the Department's policy on Students with Disability, such as through reasonable adjustments to support access to learning programs, consultation with families and where required, student support groups and individual education plans*
- *staff will liaise with local agencies such as Merri Health to identify services and programs that meet specific student needs*
- *students enrolled under the Department's international student program are supported in accordance with our legal obligations and Department policy and guidelines at: International Student Program*
- *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
    - *Re-engagement programs such as Navigator*
    - *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*
- *engaging with our regional Koorie Engagement Support Officers*
- *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 to 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 and suspension data*
- *engagement with families*
- *self-referrals or referrals from peers*
- *school's wellbeing referral process*

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. Violence, bullying, and other offensive and harmful behaviours such as racism, harassment and discrimination will not be tolerated and will be managed in accordance with this policy. Bullying will be managed in accordance with our Bullying Prevention Policy.

Brunswick North Primary School is a School Wide Positive Behaviour Support (SWPBS) school. SWPBS is an evidence-based framework that develops positive, safe, and supportive learning environments and enables schools to improve student behavioural, wellbeing and academic outcomes.

The student behaviour expectations and management are outlined in the Brunswick North SWPBS Behaviour Management Document. Please note: this document is scheduled to be reviewed by the SWPB Team in 2025.

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*

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 implements 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 School Principal, Assistant Principal or the Wellbeing Team*
- *restorative practices*
- *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.

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

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

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
- Staff Survey

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/carer notification requirements with respect to suspensions and expulsions outlined in the Department's policies at:

- Suspension process
- Expulsions - Decision

FURTHER INFORMATION AND RESOURCES

The following Department of Education policies are relevant to this Student Engagement and Wellbeing Policy:

- Attendance
- Student Engagement
- Child Safe Standards
- Supporting Students in Out-of-Home Care
- Students with Disability
- LGBTIQA+ Student Support
- Behaviour - Students
- Suspensions
- Expulsions
- Restraint and Seclusion

The following school policies are also relevant to this Student Wellbeing and Engagement Policy:

- Child Safety and Wellbeing Policy
- Bullying Prevention Policy
- Inclusion and Diversity Policy
- Statement of Values and School Philosophy

POLICY REVIEW AND APPROVAL

Policy last reviewed	March 2025
Consultation	Education and Policy SC 19/03/2025 School Council 25/03/25
Approved by	Principal
Next scheduled review date	March 2027