Behaviour management policy (discipline)

Relevant Legislation / Related information	• Work Health and Safety Act 2011 (NSW) • Work Health and Safety Regulation 2017 (NSW) • Registered and Accredited Individual Non-government Schools (NSW) Manual - B8 • Education Act 1990 (NSW) • Disability Discrimination Act 1992 (Cth) • Disability Standards for Education 2005 • Anti-Discrimination Act 1997 • Civil Liability Act 2002 • National Safe Schools Framework
Related documents (Including but not limited to)	• Student Code of conduct • Parent Code of conduct • Complaints policy and procedure • WHS policy • Workplace Bullying Harassment and Discrimination • Continuous improvement procedure
Authorisation Implementation	Principal
Date of Approval	17 December 2024
Review Cycle	Biennial
Feedback	Feedback on this procedure can be emailed to communityquestions@tasg.nsw.edu.au
Accessible	☒ Staff (Policy & procedure) ☒ Website (Policy)

Introduction

The *Registered and accredited individual non-government schools (NSW) Manual* requires that policies relating to the discipline of students are based on principles of procedural fairness and must not permit corporal punishment.

Commitment

The Anglican School Googong (TASG) (the School) is committed to maintaining a learning environment which promotes positive student behaviour and reduces / resolves conflict. Every student has the right to a learning environment free from bullying, intimidation, discrimination, harassment and to feel safe and secure at school. They also have the right to be treated fairly, respectfully and with dignity.

Behaviour management involves nurturing, building, encouraging and supporting as well as training, direction and correction.

Purpose

This policy sets the framework through which the School manages student behaviour. It provides students, staff, parents and carers with clarity as to the approaches which promote appropriate behaviours and sanctions inappropriate behaviours. TASG affirms that a culture of positive behaviour and high levels of student engagement are essential as prerequisites for student learning and wellbeing.

Scope

The application of the policy is relevant to the school's Board, Principal, employees, students, parents and carers.

The policy should be read in conjunction with other related policies used in the operation of the College such as the TASG *Student and Parent codes of conduct*.

Principles underpinning TASG behaviour management policy and program

The School:

1. believes that it has a responsibility, in partnership with parents and carers, to create a culture of positive behaviour with high levels of student engagement
2. is committed to ensuring its behaviour management policy and procedures are fair and reasonable
3. prohibits corporal punishment
4. clearly states the behavioural expectations, standards and sanctions for the benefit of students, parents, and staff
5. implements this policy on an age / ability appropriate basis
6. will ensure that the application of its behaviour policy is fair, consistent, and non-discriminatory
7. aspires to underpin decisions based on the values of the School
8. seeks to identify the underlying cause/s and addressing these

Policy

The Anglican School Googong (TASG) (the School) seeks to develop a positive learning culture by setting clear expectations of all students and encouraging positive behaviour (including online behaviour). As guiding documents students are expected to uphold the School's *Student Code of Conduct*.

Should a student choose not to follow the *Code of Conduct* a process of procedural fairness, restorative practice, community service and sanctions such as suspension and expulsion are followed.

The School recognises that maintaining an effective partnership with parents / carers, the school community and internal and external support specialists promotes positive behaviour management.

This policy expressly prohibits corporal punishment from the school's discipline program and does not explicitly or implicitly sanction the administering of corporal punishment by non-school persons, including parents, to enforce discipline at the School.

TASG will:

- clearly articulate expectations with respect to student behaviour
- establishing specific teaching, learning and wellbeing programs that address respectful relationships
- communicate expectations with the wider college community
- acknowledge positive behaviours in a range of ways from informal verbal acknowledgement through to structured merit awards for academics, endeavour and character; and
- maintain accurate and up-to-date records with respect to student behaviour.

Responsibilities

This policy is approved by the Principal. All staff should be given a reasonable opportunity to express their views and contribute to the development of this document and be advised of the outcome.

The Chair of the Board is responsible for:

- reviewing information with the Principal on the expulsion of students

The Principal is responsible for:

- active promotion of positive behaviour management
- monitoring the work environment to ensure that acceptable behaviour management standards are maintained
- taking immediate action to resolve non-compliance within the Behaviour management program
- maintaining accurate records as incidents (using the online form) for Levels 5 and 6 which detail investigations and the course of action taken; and
- ensure notifications are made to the police or other relevant authority if behaviours involve violence, physical assault or the threat of physical assault.

Line managers / Heads of School are responsible for:

- actively promotion of positive behaviour management ensuring new workers are appropriately inducted
- monitoring the work environment to ensure that acceptable behaviour management processes and standards are maintained
- taking immediate action to resolve non-compliance within the Behaviour management program at their level forwarding comprehensive information for assessment to higher level managers in a timely manner

- maintaining accurate records against the student's profile, lodging information using the School's incident form in accordance with the Continuous improvement procedure – Incidents, hazards and feedback, as required
- identify and manage any issues with staff that require additional training and support;
- taking immediate action to investigate and resolve the matters while managing risks
- investigate and maintain accurate records as events require detailing the course of action taken
- offer appropriate support to staff and student/s involved; and
- where possible, engage parents and carers, articulating rights, responsibilities and expectations.

Personnel are responsible for:

- their own health and safety
- complying with this policy
- actively managing behaviours in a positive way in all interactions with students as per the program
- following classroom management processes and practices (where applicable) as outlined by the program
- building positive relationships with students, offering support and letting them know where they can get help and advice; and
- maintaining privacy / confidentiality using appropriate discretion when gathering, recording and communicating information.

Students are responsible for:

- their own health and safety
- complying with this policy
- actively managing their own behaviours in a positive way and encouraging others to do the same
- following staff direction
- to the best of their ability, understanding and abiding by the *TASG Student Code of Conduct*; and
- building positive relationships with their fellow students, offering support and letting them know where they can get help and advice.

Parents/Carers are responsible for:

- complying with this policy
- actively managing their child's behaviours and encouraging other Parents/Carers to do the same

- following staff direction and support actions conducted within the scope of this policy
- to the best of their ability, understanding, abiding by and reinforcing to their child the *TASG Student Code of Conduct*; and
- building positive relationships with staff and other students, offering support and letting them know where they can get help and advice.

Compliance

Non-compliance with this policy may result in disciplinary action up to and including expulsion (students) and dismissal (staff).