



ST AGNES SCHOOL BEHAVIOUR POLICY

November 2024

PURPOSE

“At St Agnes School we strive to provide a safe, supportive and caring learning environment where students are actively engaged in their learning and contribute to our school as responsible citizens”

School is a place of learning. Students have the right to learn and teachers have the right to teach. We all have the right to feel safe and secure at school so we can get on with our learning.

At St Agnes School our school values of TRUST, RESPONSIBILITY, PERSONAL EXCELLENCE and COURAGE underpin our work. To support our values, as a community we commit to the following responsibilities:

As staff we:

- Use restorative practices where appropriate
- Be consistent, fair and explicit
- Communicate with all stakeholders
- Encourage students to take responsibility for their own behaviour
- Have a clear understanding of St Agnes Behaviour policy
- Ensure that all students access the Keeping Safe: Child Protection Curriculum

As students we:

- Follow the school’s behaviour and anti-bullying code as outlined in this policy
- Respect ourselves, others, property and the environment
- Positively contribute to a safe, supportive and inclusive learning environment
- Take responsibility for our decisions, actions, accept consequences and learn from our mistakes
- Move and play in a safe way
- Display a positive attitude
- Attend and be punctual
- Wear clothing within the dress code
- Communicate responsibly between home and school

- Seek help if required (see anti-bullying information as part of this policy and grievance policy – appendix 1)

As parents, caregivers and the community we:

- Understand and support the school in the implementation of the St Agnes Behaviour Policy
- Commit to fostering respectful relationships with the school community
- Respect and accept the decisions made by the school to support learning, wellbeing and safety of all community members

From time to time students may make inappropriate choices that disrupt the teaching and learning of the class or may jeopardise the safety of staff or students.

The following behaviour is not acceptable at St Agnes School:

- Disrupting learning
- Aggression, violence or intimidation which may endanger or threaten others
- Bullying and harassment- verbal, racial, physical, sexual and cyber (see anti-bullying information below)
- Misuse of school property and school environment
- Refusing to follow staff instructions

Senior staff involvement will follow Department for Education guidelines and action may include:

- Parents required to take students home
- Internal suspension or suspension from school
- Exemption from some activities
- Support from DfE and external agencies
- Exclusion from school

Consequences for inappropriate behaviour may include:

Behaviour level	Consequence type	Person Responsible
Level 1 e.g.: - not focusing on work - not allowing others to learn - disrespect - lateness - using inappropriate language - calling out - littering - class disruption	- make up time and work missed - rule reminder/warning - repeat expectations of tasks - complete missed work at home - message home to parents/caregivers - restorative conversation and actions - non-participation in some activities - opportunity to reset behaviour choices - ‘focus’ room (time out of yard for 1 st half of lunch) - senior staff involvement	- classroom teacher - family
Level 2 e.g.: - refusal to follow instructions	- admin time out - contact family - monitor and record behaviour - family meeting with student	- classroom teacher - family - leadership

<ul style="list-style-type: none"> - persistent interfering with the learning of others - verbal abuse - bullying - vandalism - choosing unsafe behaviours - leaving class without permission - harassment - rough play 	<ul style="list-style-type: none"> - connection with school support services - take-home - refer to Department for Education Suspension and Exclusion procedure - exemption from some activities - restricted play area - alternate program 	<ul style="list-style-type: none"> - students support services
<p>Level 3 e.g.:</p> <ul style="list-style-type: none"> - physical or verbal harassment - bullying - racial comments - violence - continued bullying - continued refusal of teacher requests - continued refusal to follow instructions - continued harassment - offensive acts - obscene language - vandalism - leaving school grounds 	<ul style="list-style-type: none"> - family contacted - behaviour goals and guidelines upon re-entry - exemption from some activities - parents required to take student home - suspension from school - exclusion from school - refer to Department for Education Suspension and Exclusion procedure 	<ul style="list-style-type: none"> - classroom teacher - family - leadership - students support services - external agencies

REMEMBER...! If bullying and harassment occurs to you or others...REPORT IT!

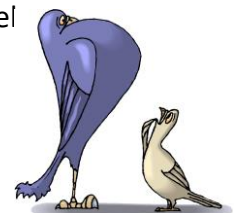
KEEP ON REPORTING IT UNTIL YOU FEEL SAFE!

- If you are bullied or you know someone who is being bullied, it is your responsibility to report it.
- If you don't tell someone and report bullying, people may think that everything is ok.

At St Agnes School, everyone has the right to feel safe, and everyone has the right to be treated with respect by others. WE TAKE BULLYING SERIOUSLY.

WHAT IS BULLYING AND HARASSMENT?

- Bullying and harassment is when people choose behaviours that are **deliberate** and directed against individuals or groups of people
- Bullying is targeted and ongoing
- Bullying can develop into a pattern of behaviour that can occur for some time unless action is taken to stop it. Bullying and harassment can make people feel
- Scared
- Worried
- Angry/annoyed
- Ashamed
- Sad/put down



KINDS OF BULLYING AND HARASSMENT

These are examples of ways in which people can be bullied or harassed:

Physical bullying and harassment: Is hurting or touching someone else. It might be hitting, punching, pushing, biting, kicking, spitting, pinching or scratching.

Verbal bullying and harassment: Is hurting someone with words. It might be name calling, teasing, false positives, put downs or threats made towards you or your family or friends. It may be said to you or someone else about you. *Laughing at victims or being a willing bystander when bullying occurs, is also a form of bullying.*

Non-verbal bullying and harassment: Is rude gestures and looks and intentionally excluding others.

Cyber bullying and harassment: Is using technology inappropriately to hurt people (e.g. mobile S.M.S., internet, e-mails etc.)

Intellectual bullying and harassment: Is when someone gives you a hard time because you may be good at your work, or that you may find work difficult.

Sexual harassment and bullying: Is teasing about being a boy or girl. It might be:

- Teasing and calling you names, rude signs or comments
- Graffiti or jokes
- Putting someone down because he/she is boy or girl– eg Saying, “He likes you” or ‘She is your girlfriend”
- Unwanted touching
- Gendered comments
- Gendered sexualised comments

Racial and/or Religious bullying and harassment: Is teasing someone about or putting down a person belonging to a certain race, religion or culture. It might be:

- Teasing someone because they have different skin colour, eye shape, clothes, language, food etc.

‘Bystander bullying’

- Deliberately choosing to stay and watch when someone is being bullied and doing nothing to stop it.

WHAT CAN YOU DO IF YOU ARE BULLIED AT SCHOOL?

1. Try to solve it yourself first e.g ignore them, walk away, tell them to stop it, use an ‘I’ statement for example, “I don't like it when you laugh at me.”

If that doesn't work PERSIST

2. Tell your teacher, the teacher on duty or a trusted adult.

If that doesn't work PERSIST

3. Tell the Principal or Deputy. Tell someone at home too.

REMEMBER ... SOME PROBLEMS MAY NEED AN ADULT'S HELP IMMEDIATELY!

WHAT DOES A BULLY-FREE SCHOOL ENVIRONMENT LOOK LIKE?

- Students cooperate and include others in activities
- Students help each other by showing respect
- Students feel safe to learn in an environment that encourages risk taking
- Students trust their peers to display honesty at all times
- Everyone's values and opinions are respected, valued and listened to

WHAT ARE WE DOING AT ST AGNES SCHOOL TO MINIMISE BULLYING AND ITS EFFECTS?

PREVENTION:

- All students at St Agnes School access the Keeping Safe: Child Protection Curriculum
- Talking about our own school values and teaching students the importance of these

INTERVENTION:

- All parties are involved in a restorative conversation
- Putting consequences in place for those who bully others
- Teaching students pro-active strategies for being better 'bystanders' if they see bullying occurring
- Ensuring all staff know how to address bullying effectively

POST PREVENTION STRATEGIES INCLUDE:

- Talking with parents and carers around strategies
- Ongoing monitoring of situations to ensure students wellbeing is maintained and there is communication with all parties involved

OTHER USEFUL RESOURCES



Kids Help Line
<http://www.kidshelp.com.au>
1800 55 1800
24 hour telephone and online counselling for children and young people in Australia



Bullying. No way! - Website
<http://www.bullyingnoway.com.au>
A website created by Australia's educational communities

Policy ratified by Governing Council: 4th December 2024

Next Policy Review Date: Term 4 2026

Learning today, leading tomorrow'

PERSONAL EXCELLENCE | TRUST | RESPONSIBILITY | COURAGE