

Surat State School



Responsible Behaviour Plan For Students

Update 15 September 2015

1. Purpose

Surat State School is committed to providing a safe, respectful and disciplined learning environment for students and staff, where students have opportunities to engage in quality learning experiences and acquire values supportive of their lifelong wellbeing.

School Mission Statement: The Surat State School way is to **Commit** to our learning, strive for **Excellence**, and **Succeed** in all we do.

School Motto: Commit, Excel, Succeed

This Responsible Behaviour Plan for Students is designed to facilitate high standards of behaviour so that the learning and teaching in our school can be effective and students can participate positively throughout our school community.

2. Consultation and data review

Surat State School developed this plan in collaboration with our school community. Broad consultation with parents, staff and students was undertaken through School Wide Positive Behaviour Support committee meetings held during 2014. A review of school data relating to attendance, absenteeism, school disciplinary absences and behaviour incidents from 2009-2014 also informed the development process.

The Plan was endorsed by the Principal and the President of the P&C in 2015, and will be reviewed in 2017 as required in legislation.

3. Learning and behaviour statement

All areas of Surat State School are learning and teaching environments. We consider behaviour management to be an opportunity for valuable social learning as well as a means of maximising the success of academic education programs.

Our Responsible Behaviour Plan outlines our system for facilitating positive behaviours, preventing problem behaviour and responding to unacceptable behaviours. Through our school plan, shared expectations for student behaviour are plain to everyone, assisting Surat State School to create and maintain a positive and productive learning and teaching environment, where ALL school community members have clear and consistent expectations and understandings of their role in the educational process.

Our school community has identified the following school expectations to teach and promote our high standards of responsible behaviour:

- Be Safe
- Be Responsible
- Be Respectful
- Be Committed.

Our school expectations have been agreed upon and endorsed by all staff and our school P&C. They are aligned with the values, principles and expected standards outlined in Education Queensland's Code of School Behaviour.

Education Queensland is committed to provisions that ensure all young Queenslanders have a right to and receive a quality education.

The Code of School Behaviour

The following rights underpin the Surat State School Code of Behaviour:

- The right of all students to learn
- The right of all teachers to teach
- The right of all to be safe

All members of school communities are expected to:

Conduct themselves in a lawful, ethical, safe and responsible manner that recognises and respects the rights of others.

Students are expected to:

- participate actively in the school's education program
- take responsibility for their own behaviour and learning
- demonstrate respect for themselves, other members of the school community and the school environment
- behave in a manner that respects the rights of others, including the right to learn
- cooperate with staff and others in authority.

Parents/carers are expected to:

- show an active interest in their child's schooling and progress
- cooperate with the school to achieve the best outcomes for their child
- support school staff in maintaining a safe and respectful learning environment for all students
- initiate and maintain constructive communication and relationships with school staff regarding their child's learning, wellbeing and behaviour
- contribute positively to behaviour support plans that concern their child.

Schools are expected to:

- provide safe and supportive learning environments
- provide inclusive and engaging curriculum and differentiated teaching
- initiate and maintain constructive communication and relationships with students and parents/ carers
- promote the skills of responsible self-management.

A focus on promoting behaviours that facilitate learning is crucial to supportive, safe and cohesive learning communities that contribute to staff and student wellbeing.

In establishing a Responsible Behaviour Plan for Students, our school community is committed to the following values and beliefs:

- all members of the school community have the right to work and learn in a safe, supportive learning environment where positive relationships are fostered
- the effort to achieve positive behaviour is a shared responsibility of the student, the home and the school
- all students can learn to manage their own behaviours and accept responsibility for their actions.

4. Processes for facilitating standards of positive behaviour and responding to unacceptable behaviour

Universal Behaviour Support

The first step in facilitating standards of positive behaviour is communicating those standards to **all** students. At Surat State School we emphasise the importance of directly teaching students the behaviours we want them to demonstrate at school. Communicating behavioural expectations is a form of universal behaviour support - a strategy directed towards **all** students designed to prevent problem behaviour and provides a framework for responding to unacceptable behaviour.

A set of behavioural expectations in specific settings has been attached to each of our four school expectations. The Schoolwide Expectations Teaching Matrix below outlines our agreed rules and specific behavioural expectations in all school settings.

<i>Be</i>	<i>All Areas</i>	<i>Playground/Outside</i>	<i>Toilet Areas</i>	<i>Library</i>	<i>Other</i>
Safe	<ul style="list-style-type: none"> Walk on concrete Keep your hands, feet, body parts and objects to yourself Follow hygiene practices Enter and exit areas safely, with permission 	<ul style="list-style-type: none"> Play only in designated areas Participate in school approved games Be sunsmart 			<ul style="list-style-type: none"> Eat your own food Wait safely at the bus stop for pick-up Stay with your group at all times
Responsible	<ul style="list-style-type: none"> Accept consequences for your actions Clean up after yourself Complete set tasks Be waterwise 	<ul style="list-style-type: none"> Be a role model to others 	<ul style="list-style-type: none"> Use toilets appropriately 		
Respectful	<ul style="list-style-type: none"> Follow staff and volunteer directions Respect property and environment Respect others right to learn Wear complete school uniform 	<ul style="list-style-type: none"> Play fairly in games Put your rubbish in the bin Include others 	<ul style="list-style-type: none"> Respect others privacy Keep bathrooms clean and tidy 	<ul style="list-style-type: none"> Return books/equipment to its designated spot Use quiet voices 	<ul style="list-style-type: none"> Wait to be dismissed at the end of eating time
Committed	<ul style="list-style-type: none"> Be at school everyday Be on time Be organised for the activity you are doing 				

These expectations are communicated to students via a number of strategies, including:

- Behaviour lessons conducted by classroom teachers;
- Reinforcement of learning from behaviour lessons on School Assembly and during active supervision by staff during classroom and non-classroom activities.

Surat State School implements the following proactive and preventative processes and strategies to support student behaviour:

- Weekly expectations focus on school assembly and promotion of the expectation of the week in the school newsletter and on social media.
- School Wide Positive Behaviour Support committee members' regular provision of information to staff and parents, and support to others in sharing successful practices.
- Comprehensive induction programs in the Surat State School Responsible Behaviour Plan for Students delivered to new students as well as new and relief staff.
- Individual support profiles developed for students with high behavioural needs, enabling staff to make the necessary adjustments to support these students consistently across all classroom and non-classroom settings.
- Providing support and feedback to classroom and specialist teachers through Classroom Profiling and Essential Skills for Classroom Management.
- Adopting a 4:1 reinforcement of positive or expected behaviours
- Development of specific policies to address:
 - The Use of Personal Technology Devices* at School (Appendix 1)
 - Procedures for Preventing and Responding to Incidents of Bullying (Appendix 2).

Reinforcing expected school behaviour

At Surat State School, communication of our key messages about behaviour is backed up through reinforcement, which provides students with feedback for engaging in expected school behaviour. A formal recognition and monitoring system has been developed. This reinforcement system is designed to increase the quantity and quality of positive interactions between students and staff. All staff members are trained to give consistent and appropriate acknowledgement and rewards.

This reinforcement system includes:

- Vivo Miles point system – teachers award Vivo tallies free and frequently each day to students they observe following school expectations in classroom areas. This reinforcement occurs continuously throughout the day. When they 'catch' a student displaying school expectations, they give them a Vivo tally via classroom Behaviour Chart which is then transferred to Vivo Miles online at the conclusion of each day.
- 10 Point Cards – staff members hand out 10 point cards and each day to students they observe following school expectations in non-classroom areas. This reinforcement occurs continuously throughout the day. When they 'catch' a student following the school expectations, they give them a 10 point card. When students are given a 10 point card they trade it in for a Vivo tally, stating the expectation they received it for. They then drop it in their sports house box. Each week the cards are tallied and allocated to the relevant school House. Cards are never removed as a consequence for negative behaviour.
- Students of the Week – each Monday Student of the Week awards are presented on parade. Teachers identify students who have demonstrated outstanding commitment to following the school or classroom expectations to receive these awards. Student of the Week winners are recorded on OneSchool and awarded Vivo points.
- End of Term Reward – the same criteria applies for our end of term rewards. Students with less than 2 minor ODR's (Office Discipline Referrals- Detention) and no major ODR's qualify for the

“Rockin’ Rewards” session. These activities are negotiated by students and rewards cater for all students across all settings. (See Appendix 6)

- End of year reward- “Big Behaviour Bash”- students who have been invited to 75% of the “Rockin’ Rewards” afternoons throughout the year are eligible to attend the “Big Behaviour Bash”, a whole school reward session at a local establishment such as the pool. An invite to Term 4’s session is a non-negotiable as an added incentive to make positive choices all year. The session will include games and prizes and be organised and supervised by staff. (See Appendix 6)

Responding to unacceptable behaviour

Students come to school to learn. Behaviour support represents an important opportunity for learning how to get along with others.

Re-directing low-level and infrequent problem behaviour

When a student exhibits low-level and infrequent problem behaviour, the first response of school staff members is to remind the student of expected school behaviour, then ask them to change their behaviour so that it aligns with our school’s expectations.

Our preferred way of re-directing low-level problem behaviour is to ask them to think of how they might be able to act more safely, more respectfully, more responsibly or more committed. This encourages students to reflect on their own behaviour, evaluate it against expected school behaviour, and plan how their behaviour could be modified so as to align with the expectations of our school community.

Students follow a consequence “Steps” System in all classes – (Appendix 4- Major & Minor Flowchart)

- Warning
- Time Out
- Detention- Phone call Home (Behaviour Referral (Appendix 3) to be completed and entered on OneSchool)
- Office/Principal Referral (Behaviour Referral (Appendix 3) to be completed and entered on OneSchool)

Targeted behaviour support:

Each year a small number of students at Surat State School are identified through our data as needing a little extra in the way of targeted behavioural support. In most cases the problem behaviours of these students may not be immediately regarded as severe, but the frequency of their behaviours may put these students’ learning and social success at risk if not addressed in a timely manner.

These students still attend their normal scheduled classes and activities with appropriate adjustments if required. However they have increased daily opportunities to receive positive contact with adults, additional support from various staff members and increased opportunities to receive positive reinforcement. Where required, adjustments are made through academic support, adult mentoring or intensive social skills training, e.g. Friends for Life programs implemented by the School Chaplain.

The targeted behaviour support is coordinated by the SWPBS committee in conjunction with the Student Support Team. All staff members are provided with professional development around the referral and response process, the reporting responsibilities of staff and of the students being supported.

Students whose behaviour does not improve after participation in the targeted behaviour support programs, or whose previous behaviour indicates a need for specialised intervention, are provided with intensive behaviour support.

Intensive behaviour support: Student Support Team

Surat State School is committed to educating all students, including those with the highest behaviour support needs. We recognise that students with highly complex and challenging behaviours need comprehensive systems of support. The Student Support Team (SST):

- works with other staff members to develop appropriate behaviour support strategies
- engages with external and community agencies for support
- consults with parents with a solutions-focus
- monitors the impact of support for individual students through continuous data collection
- makes adjustments as required for the student, and
- works with the School Leadership Team to achieve continuity and consistency.

The Student Support Team (SST) has a simple and quick referral system in place. Following referral, the SST will determine a course of intervention which may include the development of an Individual Behaviour Support Plan in consultation with the Cluster Behaviour Support Teacher.

5. Emergency or critical incident responses

It is important that all staff have a consistent understanding of how to respond to emergency situations or critical incidents involving severe problem behaviour. This consistency ensures that appropriate actions are taken to ensure that both students and staff are kept safe.

An **emergency situation or critical incident** is defined as an occurrence that is sudden, urgent, and usually unexpected, or an occasion requiring immediate action.

Severe problem behaviour is defined as behaviour of such intensity, frequency, or duration that the physical safety of the student or others is likely to be placed in serious jeopardy.

Basic defusing strategies

Avoid escalating the problem behaviour

(Avoid shouting, cornering the student, moving into the student's space, touching or grabbing the student, sudden responses, sarcasm, becoming defensive, communicating anger and frustration through body language).

Maintain calmness, respect and detachment

(Model the behaviour you want students to adopt, stay calm and controlled, use a serious measured tone, choose your language carefully, avoid humiliating the student, be matter of fact and avoid responding emotionally).

Approach the student in a non-threatening manner

(Move slowly and deliberately toward the problem situation, speak privately to the student/s where possible, speak calmly and respectfully, minimise body language, keep a reasonable distance, establish eye level position, be brief, stay with the agenda, acknowledge cooperation, withdraw if the situation escalates).

Follow through

(If the student starts displaying the appropriate behaviour, briefly acknowledge their choice and re-direct other students' attention towards their usual work/activity. If the student continues with the problem behaviour then remind them of the expected school behaviour and identify consequences of continued unacceptable behaviour).

Debrief

(Help the student to identify the sequence of events that led to the unacceptable behaviour, pinpoint decision moments during the sequence of events, evaluate decisions made, and identify acceptable decision options for future situations).

Physical Intervention

Staff may make legitimate use of physical intervention if all non-physical interventions have been exhausted and a student is:

- physically assaulting another student or staff member
- posing an immediate danger to him/herself or to others
- demonstrating destructive behaviours that can cause damage to property if it poses a risk to other students

In particular physical restraint may be used:

- as an immediate or emergency response
- as part of student's individual plan, including prevention of self-harming behaviours
- when other options have been considered such as allowing the student to withdraw or move away, or moving other people from the situation
- after considering the welfare of student, staff and other students
- with such force as is reasonable under the circumstances
(<https://www.legislation.qld.gov.au/LEGISLTN/CURRENT/C/CriminCode.pdf>)
- in conjunction with teaching and reinforcement of alternative appropriate behaviour.

Appropriate physical intervention may be used to ensure that Surat State School's duty of care to protect students and staff from foreseeable risks of injury is met. The use of physical intervention is only considered appropriate where the immediate safety of others is threatened and the strategy is used to prevent injury.

Physical intervention can involve coming between students, blocking a student's path, leading a student by the hand/arm, shepherding a student by placing a hand in the centre of the upper back, removing potentially dangerous objects and, in extreme situations, using physical restraint.

It is important that all staff understand:

- physical intervention cannot be used as a form of consequence
- physical intervention must not be used when a less intrusive response can effectively resolve the situation
- the underlying function of the behaviour.

Physical intervention is not to be used as a response to:

- property destruction
- school disruption
- refusal to comply
- verbal threats
- leaving a classroom or the school, unless student safety is clearly threatened.

Any physical intervention made must:

- be reasonable in the particular circumstances
- be in proportion to the circumstances of the incident
- always be the minimum force needed to achieve the desired result, and
- take into account the age, stature, disability, understanding and gender of the student.

Record keeping

Each instance involving the use of physical restraint must be formally documented on a Health and Safety Incident Record on MyHR.

6. Consequences for unacceptable behaviour

Surat State School makes systematic efforts to prevent problem student behaviour by explicitly teaching and reinforcing expected behaviours on an ongoing basis. When unacceptable behaviour occurs, students experience logical consequences. Our school seeks to ensure that responses to unacceptable behaviour are consistent and proportionate to the nature of the behaviour. A Behaviour Referral (Appendix 3) is used to record minor and major problem behaviour. Teaching staff enter the problem behaviour information into OneSchool.

Minor and major behaviours

When responding to problem behaviour the staff member first determines if the problem behaviour is major or minor, with the following agreed understanding:

- **Generally, minor** problem behaviour is managed by staff members at the time it happens.
- **Generally, major** problem behaviour is managed by the school Administration team and relevant staff members.

Minor behaviours are those that:

- are minor breaches of the school expectations
- do not seriously harm others or cause you to suspect that the student may be harmed
- do not violate the rights of others in any other serious way
- are not part of a pattern of problem behaviours
- do not require involvement of specialist support staff or Administration.

Minor problem behaviours should be addressed by staff deploying actions to minimise the misbehaviour before it gets out of hand, by implementing the following strategies:

- Proximity control
- Signal or non-verbal cue
- Ignore/attend/praise.

Should the minor problem behaviours persist, staff should implement error correction strategies in this order:

- Re-direct
- Re-teach
- Provide choice
- Student conference.

Minor problem behaviours may result in the following consequences:

- A minor consequence logically connected to the problem behaviour, such as complete removal from an activity or event for a specified period of time, partial removal (time out), individual meeting with the student, apology, restitution or detention for work completion.

Detention

- Students who reach the “Detention” Level on the consequences steps chart are required to complete a lunch-time detention (1/2 hour). A minor referral slip is filled out by the class teacher administering the detention and entered immediately on OneSchool (Behaviour Referral (Appendix 3)). The student takes the slip to the detention room and is kept in the green folder to be submitted to the Principal each Friday. Here they are supervised by teaching staff, and reflect on their behaviour and possible corrective actions. If the detention is school-work related, students will be sent work to complete from the class teacher.

Major behaviours are those that:

- significantly violate the rights of others
- put others / self at risk of harm
- require the involvement of school Administration.

When major problem behaviour occurs in an immediate manner, the staff member advises the office and completes a Behaviour Referral (Appendix 3).

Major problem behaviours may result in the following actions:

- Time out, removal to a withdrawal location, alternate lunchtime activities, loss of privilege, restitution, loss of break times, warning regarding future consequence for repeated offence, referral to Student Support Team

AND/OR

- Parent contact, referral to Student Support Team, suspension from school.

Students who repeatedly engage in very serious problem behaviours such as major violent physical assault, or the use or supply of weapons or drugs may be excluded from school following an immediate period of suspension.

In alignment with the Surat State School Code of Behaviour when applying consequences, the individual circumstances and actions of the students and the needs and rights of school community members are considered at all times.

Level	Behaviour	Possible Consequences
Green (Class Teachers)	At this level, all students are on task and no disciplinary action is required. Students are following the four school expectations.	Positive reinforcement of appropriate behaviours and positive achievements could include: <ul style="list-style-type: none"> • Vivo points (Classroom reward systems) • Student of the Week awards • Principals Award • Phone calls/letters/emails to parents for good behaviours/achievements
First Warning Blue (Class Teachers)	Inappropriate student behaviours to be dealt with at this level may include: <ul style="list-style-type: none"> • minor incidents (Appendix 4) • ignoring instruction • lateness to class 	Teacher initiated actions could include: <ul style="list-style-type: none"> • Verbal negotiation • Use of the Essential Skills for Classroom management to re-direct negative behaviour • Reminder of classroom expectations • Record of incident on OneSchool (if pattern emerges)
Time Out Yellow (Class Teachers)	Inappropriate student behaviours to be dealt with at this level may include: <ul style="list-style-type: none"> • minor incidents (Appendix 4) • ignoring instruction • lateness to class • littering • inappropriate use of mobile phone • uniform/hair/makeup/jewellery transgressions 	Teacher initiated actions could include: <ul style="list-style-type: none"> • Verbal negotiation • Reminder of classroom expectations • In-class separation or isolation • Removal from classroom for one-on-one resolution • Assign student to accompany you on playground duty • Record of incident on OneSchool (if pattern emerges) • contact parents (optional) <p>If repeated applications of the above actions produce no improvement in the student's behaviour, then student should be referred to the Student Support Committee. Work will commence with student, parent and teacher around the management of persistent and consistent minor behaviour not warranting a</p>

	If student's behaviour does not improve during First Warning (Blue) stage.	detention.
Detention Orange (All staff)	If student's behaviour does not improve during Time Out (Yellow) stage.	Staff initiated actions include: <ul style="list-style-type: none"> • 30 minute detention • Contact parents • Behaviour Referral (Appendix 3) completion • Record of incident on OneSchool
Principal Red	Referred to the Principal	See Appendix 4

- *Should a student receive 3 or more minor ODR's (Detention or greater), or 1 or more major ODR's in a term, they will be deemed ineligible to attend the end of term reward session. In replacement, the student will attend a behaviour refresher workshop run by staff members. Here they will be reminded of the school expectations, complete activities and set goals around making positive behaviour choices.*
- *Should a student be in less than 75% attendance of the end of term rewards sessions, they will be deemed ineligible to attend the end of year behaviour bash. In replacement, the student will attend a behaviour refresher workshop run by staff members. Here they will be reminded of the school expectations, complete activities and set goals around making positive behaviour choices.*

NB: Provision is made for a fast track to any level at the discretion of the Principal. Serious misbehaviour such as supplying drugs, use of weapon and violent assault always progress straight to **Principal** and will result in the most serious of consequences.

Relate problem behaviours to expected school behaviours

When responding to problem behaviours, staff members ensure that students understand the relationship of the problem behaviour to expected school behaviour. One method that staff members might use to achieve this is to have students:

- articulate the relevant expected school behaviour
- explain how their behaviour differs from expected school behaviour
- describe the likely consequences if the problem behaviour continues; and
- identify what they will do to change their behaviour in line with expected school behaviour.

Should a problem behaviour be repeated, the staff member may not repeat the discussion/explanation process, but simply remind the student of the consequences of their problem behaviour.

Ensuring consistent responses to problem behaviour

At Surat State School staff members work to ensure consistent responses to problem behaviour across the school.

Students also receive training via explicit behaviour lessons about how to respond when other students display problem behaviour, and the correct way to respond when a staff member re-directs their behaviour or consequences are applied for undesirable behaviour.

8. Consideration of individual circumstances

To ensure alignment with the Code of School Behaviour when applying consequences, the individual circumstances and actions of the student and the needs and rights of school community members are considered at all times.

Surat State School considers the individual circumstances of students when applying support and consequences by:

- promoting an environment which is responsive to the diverse needs of its students
- establishing procedures for applying fair, equitable and non violent consequences for infringement of the code ranging from the least intrusive sanctions to the most stringent
- recognising and taking into account students' age, gender, disability, cultural background, socioeconomic situation and their emotional state
- recognising the rights of all students to:
 - express opinions in an appropriate manner and at the appropriate time
 - work and learn in a safe environment regardless of their age, gender, disability, cultural background or socio-economic situation, and
 - receive adjustments appropriate to their learning and/or impairment needs,

9. Related legislation

- Commonwealth Disability Discrimination Act 1992
- Commonwealth Disability Standards for Education 2005
- Education (General Provisions) Act 2006
- Education (General Provisions) Regulation 2006
- Criminal Code Act 1899
- Anti-Discrimination Act 1991
- Commission for Children and Young People and Child Guardian Act 2000
- Judicial Review Act 1991
- Workplace Health and Safety Act 1995
- Workplace Health and Safety Regulation 1997
- Right to Information Act 2009
- Information Privacy (IP) Act 2009

10. Related policies

- [CRP-PR-009: Inclusive Education](#)
- [SMS-PR-027: Enrolment in State Primary, Secondary and Special Schools](#)
- [SMS-PR-022: Student Dress Code](#)
- [SMS-PR-012: Student Protection](#)
- [SCM-PR-006: Hostile People on School Premises, Wilful Disturbance and Trespass](#)
- [GVR-PR-001: Police Interviews and Police or Staff Searches at State Educational Institutions](#)
- [ICT-PR-004: Using the Department's Corporate ICT Network](#)
- [IFM-PR-010: Managing Electronic Identities and Identity Management](#)
- [SCM-PR-003: Appropriate Use of Mobile Telephones and other Electronic Equipment by Students](#)

11. Some related resources

- [Bullying. No Way!](#)
- [Schoolwide Positive Behaviour Support](#)
- [Code of Conduct for School Students Travelling on Buses](#)

Endorsement

Principal

P&C President

Assistant Regional Director

Effective Date: 15/09/2015 – 31 December 2017

Appendix 1

The Use of Personal Technology Devices* at School

This policy reflects the importance the school places on students displaying courtesy, consideration and respect for others in the use of personal technology devices.

Certain Personal Technology Devices Banned From School

Students are strongly discouraged from bringing personal technology devices like mobile telephones, cameras, digital video cameras or MP3 players to school as there is a risk of damage or theft. Such devices must be handed in to school staff and may be collected at the end of the day from the school office. Breaches of this may result in discipline.

Recording voice and Images

Every member of the school community should feel confident about participating fully and frankly in all aspects of school life without concern that their personal privacy is being invaded by them being recorded without their knowledge or consent.

We uphold the value of trust and the right to privacy at Surat State School. Students must not use personal technology devices to record inappropriate behaviours or incidents (such as vandalism, fighting, bullying, staged fighting or pranks etc) for the purpose of dissemination among the student body or outside the school, by any means (including distribution by phone or internet posting) builds a culture of distrust and disharmony.

Students must not record images anywhere that recording would not reasonably be considered appropriate (e.g. in change rooms, toilets or any other place where a reasonable person would expect to be afforded privacy). Recording of events in class is not permitted unless express consent is provided by the class teacher.

A student at school who uses a personal technology device to record private conversations, ordinary school activities (apart from social functions like graduation ceremonies) or violent, illegal or embarrassing matter capable of bringing the school into public disrepute is considered to be in breach of this policy.

Even where consent is obtained for such recording, the school will not tolerate images or sound captured by personal technology devices on the school premises or elsewhere being disseminated to others, if it is done for the purpose of causing embarrassment to individuals or the school, for the purpose of bullying¹ or harassment, including racial and sexual harassment, or where without such intent a reasonable person would conclude that such outcomes may have or will occur.

Students involved in:

- recording; and/or
- disseminating material (through text messaging, display, internet uploading etc); and/or,
- knowingly being a subject of a recording

Breach of this policy may be subject to discipline (including suspension and recommendation for exclusion).

Students should note that the recording or dissemination of images that are considered indecent (such as nudity or sexual acts involving children), is against the law and if detected by the school will result in a referral to QPS.

Text communication

The sending of text messages that contain obscene language and/or threats of violence may amount to bullying and or harassment or even stalking, and will subject the sender to discipline and possible referral to QPS. Students receiving such text messages at school, should ensure they keep the message as evidence and bring the matter to the attention of the school office.

Assumption of cheating

¹ Education Queensland does not tolerate bullying behaviour at schools. This includes bullying conducted by electronic means.

Personal technology devices may not be taken into or used by students at exams or during class assessment unless expressly permitted by staff. Staff will assume students in possession of such devices during exams or assessments are cheating. Disciplinary action will be taken against any student who is caught using a personal technology device to cheat during exams or assessments.

Recording Private Conversations and the *Invasion of Privacy Act 1971*

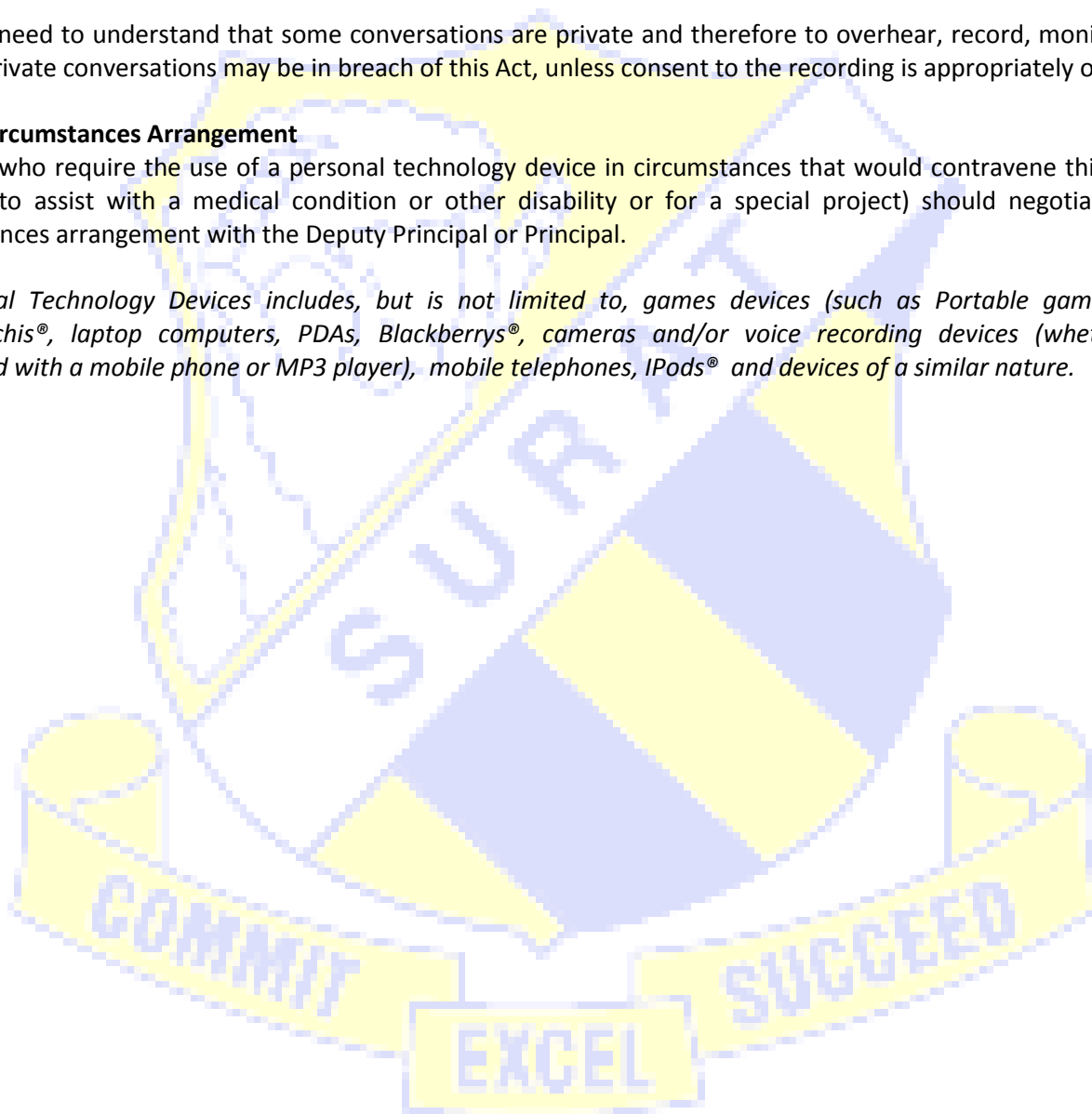
It is important that all members of the school community understand that under the *Invasion of Privacy Act 1971*, 'a person is guilty of an offence against this Act if the person uses a listening device to overhear, record, monitor or listen to a private conversation'. It is also an offence under the Act for a person who has overheard, recorded, monitored or listened to a conversation to which s/he is not a party to publish or communicate the substance or meaning of the conversation to others.

Students need to understand that some conversations are private and therefore to overhear, record, monitor or listen to such private conversations may be in breach of this Act, unless consent to the recording is appropriately obtained.

Special Circumstances Arrangement

Students who require the use of a personal technology device in circumstances that would contravene this policy (for example to assist with a medical condition or other disability or for a special project) should negotiate a special circumstances arrangement with the Deputy Principal or Principal.

* *Personal Technology Devices includes, but is not limited to, games devices (such as Portable gaming devices, Tamagotchis®, laptop computers, PDAs, Blackberrys®, cameras and/or voice recording devices (whether or not integrated with a mobile phone or MP3 player), mobile telephones, iPods® and devices of a similar nature.*



Appendix 2

Procedures for Preventing and Responding to Incidents of Bullying (including Cyberbullying)

Purpose

1. Surat State School strives to create a positive, predictable environment for all students at all times of the day. This disciplined teaching environment that we are creating is essential to:
 - achieving overall school improvement, including the effectiveness and efficiency of our student support procedures,
 - raising achievement and attendance,
 - promoting equality and diversity and
 - ensuring the safety and well-being of all members of the school community.
2. There is no place for bullying in Surat State School. Research indicates that both those being bullied and those who bully are at risk of behavioural, emotional and academic problems. These outcomes are in direct contradiction to our school community's goals and efforts for supporting all students.
3. Bullying behaviours that will not be tolerated at Surat State School include name-calling, taunting, mocking, making offensive comments, kicking, hitting, pushing, taking belongings, inappropriate text messaging, sending offensive or degrading images by phone or internet, producing offensive graffiti, gossiping, excluding people from groups, and spreading hurtful and untruthful rumours.
4. Bullying may be related to:
 - race, religion or culture
 - disability
 - appearance or health conditions
 - sexual orientation
 - sexist or sexual language
 - young carers or children in care.
5. At Surat State School there is broad agreement among students, staff and parents that bullying is observable and measurable behaviour. When considering whether or not bullying has occurred, we will therefore avoid speculation on the intent of the behaviour, the power of individuals involved, or the frequency of its occurrence. Whether bullying behaviour is observed between students of equal or unequal power, whether it occurs once or several times, and whether or not the persons involved cite intimidation, revenge, or self-defence as a motive, the behaviour will be responded to in similar fashion, that is, as categorically unacceptable in the school community.

Rationale

6. Research indicates that many problem behaviours are peer-maintained. That is, peers react to bullying in ways that may increase the likelihood of it occurring again in the future. Reactions include joining in, laughing, or simply standing and watching, rather than intervening to help the person being bullied. Whilst our school would never encourage students to place themselves at risk, our anti-bullying procedures involve teaching the entire school a set of safe and effective responses to all problem behaviour, including bullying, in such a way that those who bully are not socially reinforced for demonstrating it.
7. The anti-bullying procedures at Surat State School support our already research-validated schoolwide positive behaviour support processes. This means that all students are being explicitly taught the expected school behaviours and receiving high levels of social acknowledgement for doing so. Bullying and how to prevent and respond to it is a subset of procedures that our students are accustomed to.

Prevention

8. Attempting to address specific problem behaviours will not be successful if the general level of disruptive behaviour in all areas of our school is not kept to a low level. Therefore, our schoolwide universal behaviour support practices will be maintained at all times. This will ensure that:

- Our universal behaviour support processes will always remain the primary strategy for preventing problem behaviour, including preventing the subset of bullying behaviour.
 - All students know the 4 school expectations and have been taught the expected behaviours attached to each expectation in all areas of the school.
 - All students are being taught the specific routines in the classroom and non-classroom areas, from exiting the classroom, conducting themselves in accordance with the school expectations in the playground and other areas, to re-entering their classrooms.
 - All students are receiving high levels of positive reinforcement for demonstrating expected behaviours, including those associated with following our routines, from all staff in the classroom and non-classroom areas of the school.
 - A high level of quality active supervision is a permanent staff routine in the classroom and non-classroom areas. This means that in non-classroom areas, duty staff members are easily identifiable and are constantly moving, scanning and positively interacting as they move through the designated supervision sectors.
9. Research indicates that a common outcome of anti-bullying programming is an improvement in understanding of bullying, but little change in the frequency or nature of actual bullying behaviour. One of the reasons cited for this outcome is the lack of behavioural rehearsal in the programming. The anti-bullying process at Surat State School takes care to combine knowledge with practice in a process of active learning, so that students understand by 'doing' as much as by 'knowing'.
10. All students participate in weekly explicit behaviour lessons during which the targeted lessons developed by SWPBS Committee are implemented. These lessons provide students with skills and strategies to think positively in order to manage negative feelings and behaviours.
11. Surat State School uses behavioural data for decision-making. This data is entered into OneSchool on a daily basis and can be recalled as summary reports at any time. This facility allows the school to track the effectiveness of its anti-bullying process, to make any necessary adjustments, and to identify specific bullying behaviours that may need to be revisited or revised in the instructional process.

Intervention

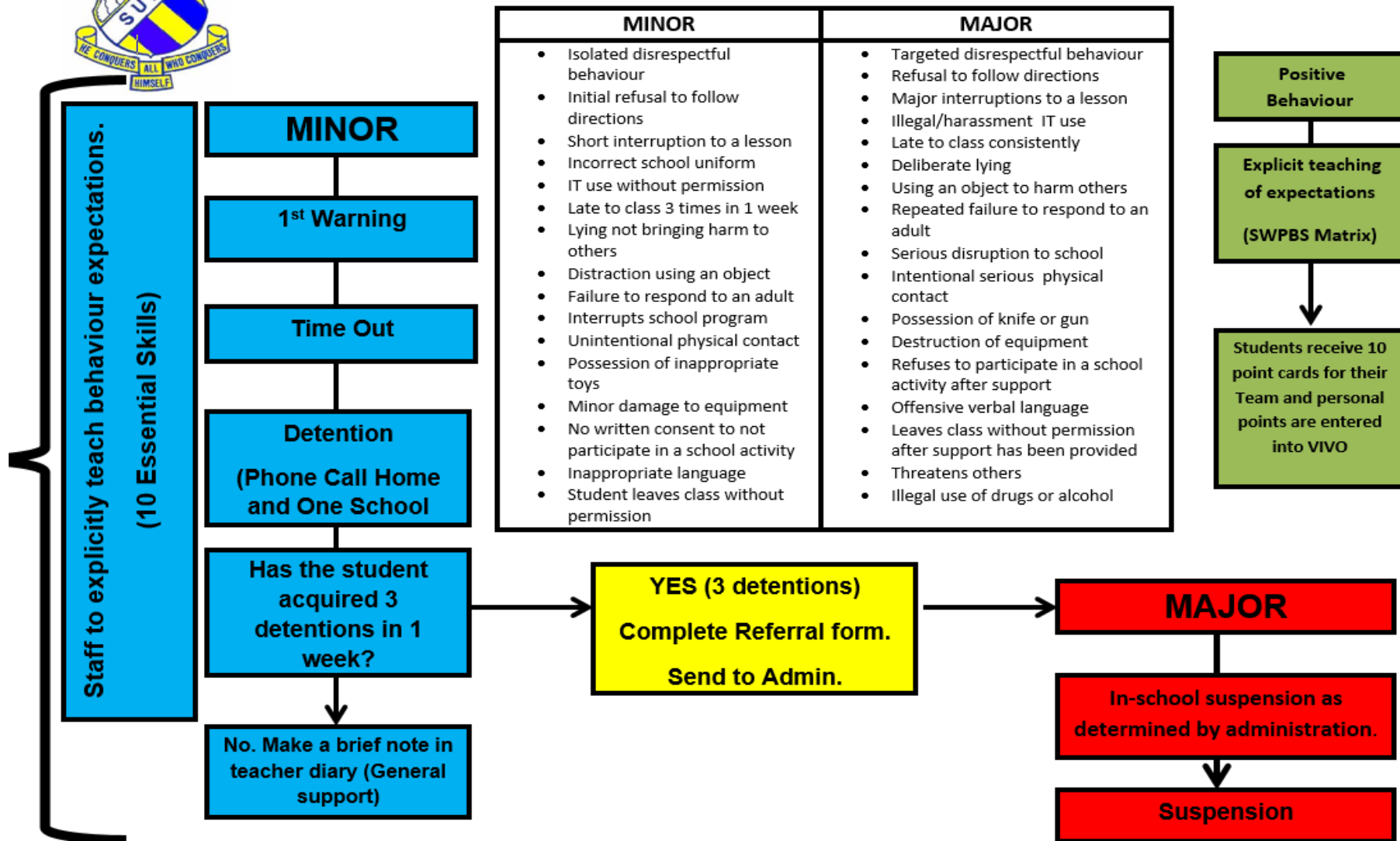
12. At Surat State School, bullying incidents (as with all problem behaviours) are managed by considering the individual circumstances and actions of the students concerned and the rights of school community members.
13. At Surat State School, all problem behaviours, including bullying, are managed according to the problem behaviour flowchart included in the Responsible Behaviour Plan for Students.

Appendix 3

Referring Staff:	Major (Principal- Major referral)	Minor (Detention Slip)
Student Name:		Class:
Witnesses (if applicable)		Class:
Date: Time: _____ <input type="radio"/> Before School <input type="radio"/> Period 1 <input type="radio"/> Period 2 <input type="radio"/> Period 3 <input type="radio"/> Lunch First <input type="radio"/> Period 4 <input type="radio"/> Period 5 <input type="radio"/> Period 6 <input type="radio"/> Lunch Second <input type="radio"/> Period 7 <input type="radio"/> Period 8 <input type="radio"/> After School <input type="radio"/> School Camp <input type="radio"/> Excursion <input type="radio"/> Work Experience	Location Category: <input type="radio"/> Administration <input type="radio"/> Area 1 & 2 <input type="radio"/> Area 3 & 4 <input type="radio"/> High school veranda <input type="radio"/> Home Economics room <input type="radio"/> Library <input type="radio"/> Classroom <input type="radio"/> Toilet Block <input type="radio"/> Under Primary <input type="radio"/> Under Secondary <input type="radio"/> Oval <input type="radio"/> Out of Bounds area <input type="radio"/> Bus Stop	Subject: <input type="radio"/> English <input type="radio"/> Mathematics <input type="radio"/> SOSE <input type="radio"/> Science <input type="radio"/> HPE <input type="radio"/> Tech/ICT <input type="radio"/> Arts <input type="radio"/> Home Economics <input type="radio"/> Manual Arts <input type="radio"/> Other
Incident details: _____ _____ _____ _____ _____ _____ _____ _____ _____ _____ _____ _____ _____ _____ _____	Behaviour Type: (Please tick ONE only): <input type="radio"/> Bullying/harassment <input type="radio"/> Defiant/threat/s to adults <input type="radio"/> Disruptive <input type="radio"/> Dress code <input type="radio"/> IT misconduct <input type="radio"/> Late <input type="radio"/> Lying/Cheating <input type="radio"/> Misconduct involving object <input type="radio"/> Non-compliant with routine <input type="radio"/> Other conduct prejudicial to the good order and management of school <input type="radio"/> Physical misconduct <input type="radio"/> Possess prohibited items <input type="radio"/> Property misconduct <input type="radio"/> Refusal to participate in program of instruction <input type="radio"/> Substance misconduct involving illicit substance <input type="radio"/> Substance misconduct involving tobacco and other legal substances <input type="radio"/> Third minor referral <input type="radio"/> Threat/s to others <input type="radio"/> Truant/skip class <input type="radio"/> Verbal misconduct <input type="radio"/> Other	
Strategies Implemented: <input type="radio"/> Natural Consequences <input type="radio"/> Restorative Justice <input type="radio"/> Close Proximity <input type="radio"/> Clarified Expectations <input type="radio"/> Redirection <input type="radio"/> Warning <input type="radio"/> Time Out <input type="radio"/> Detention with reflection <input type="radio"/> Detention with work	Motivation for Behaviour: <input type="radio"/> Obtain Peer Attention <input type="radio"/> Obtain Adult Attention <input type="radio"/> Obtain Tangible Object <input type="radio"/> Obtain Activity or Event <input type="radio"/> Obtain Sensory Stimulation <input type="radio"/> Escape/Avoid Activity or Event <input type="radio"/> Escape/Avoid Instructional Task <input type="radio"/> Escape/Avoid Peer Attention <input type="radio"/> Escape/Avoid Adult Attention <input type="radio"/> Obtain Sensory Stimulation <input type="radio"/> Don't Know	



Surat State School Minor and Major Behaviour Flowchart



Please note: When applying differentiated management strategies and consequences, the individual circumstances and actions of the student and the needs and rights of school community members are considered at all times.

Appendix 5

Debriefing Report

Formal debriefing should be led by an Administration member who has not been involved in the event. The goals of debriefing are to:

- Reverse or minimise the negative effects of physical intervention
- Prevent the future use of physical intervention
- Address organisational problems and make appropriate changes

Notes on the discussion that occurs during the debriefing report are not required to be documented, however a note should be made that the debriefing has occurred for both staff and students involved (e.g. names, date, time and outcomes).

Debriefing should provide information on:

- Who was involved
- What happened
- Where it happened
- Why it happened
- What we learned

The specific questions we want to answer through the debriefing process are:

- **FACTS:** what do we know happened?
- **FEELINGS:** how do you feel about the event that happened?
- **PLANNING:** what can/should we do next?

Questions for staff

- What were the first signs?
- What de-escalation techniques were used?
- What worked and what did not?
- What would you do differently next time?
- How can physical intervention be avoided in this situation in the future?
- What emotional impact does using physical intervention have on you?
- What was your emotional state at the time of the escalation?

Questions for student

- What was it that you needed?
- What upset you most?
- What did we do that was helpful?
- What did we do that got it that way?
- What can we do better next time?
- Is there anything that you would do differently?
- Would you do something differently next time?
- What could we have done to make the physical intervention less invasive?

For students who have language or communication difficulties the debriefing process will need to be modified to accommodate their specific receptive and expressive needs.

