



RYLSTONE PUBLIC SCHOOL

STUDENT WELFARE POLICY



Introduction

The Student Welfare Policy at Rylstone Public School is designed to encompass everything the School does to meet the personal, social and learning needs of our students. Our aim is to create a safe, caring school environment so that each student is given the opportunity to reach their full potential.

This policy acts as a framework for all programs that operate at the School and is designed to ensure consistency between staff, students and parents.

Through this policy, students at Rylstone Public School shall receive a high quality education by their active participation in classroom and whole school

Outcomes for Students at Rylstone PS

- Students will learn in a safe and caring School environment.
- Students will engage in relevant learning activities based on their needs.
- Students will know what is expected of them and will be respected and supported to achieve this.
- Students will be partners with parents and teachers in the teaching and learning processes at the School.

Rights and Responsibilities of Students

Rights

- Gain maximum learning from my time at school.
- To be guided when necessary by those in authority.
- To be treated with respect and courtesy.
- To move around the school free from unwanted interference.
- To have my property respected and cared for.

Responsibilities

- To be respectful and courteous to all.
- Be prepared to learn.
- To obey instructions given by those in authority.
- To make a positive effort to settle disputes peacefully.
- To allow others to move around the school free from interference.
- To care for the properties of others including the school's.
- To report unacceptable/unsafe behaviour.
- To ensure maximum effort is maintained in school activities at both school and home.

Rights and Responsibilities of Parents

Rights

- Expect a high quality education for their children in a safe environment.
- Information on their children's progress.
- Consultation in relation to welfare and discipline policies.
- Provision of DET policy concerning suggestions, complaints and allegations which deal with raising and responding to parental concerns.
- Be informed of significant behaviour issues affecting their child.

Responsibilities

- Support their children's learning at school.
- Ensure consistent attendance and recognise the importance of education.
- Support the application of behaviour policies and systems of reward and sanctions.
- Respect staff and other students.
- Ensure Principal is notified immediately there is a concern regarding student welfare.

Rights and Responsibilities of Teachers

Rights

- Be safe at work.
- Teach in an atmosphere where teaching and learning is valued and respected.
- Consultation of all policies operating at the School.
- Regular professional development.
- Appropriate release time for the planning and evaluation of work.
- Effective leadership support.

Responsibilities

- Promote a safe and healthy working and learning environment.
- Respect the children that they teach.
- Be committed to and have high expectations of students' learning.
- Encourage consideration and respect of others.
- Keep parents informed of their child's educational and social progress.
- Work professionally as part of a team.
- Implement Child Protection legislation as required.

Rights and Responsibilities of Principal

Rights

As per teachers

Responsibilities

- Liaise with P & C and School Council re the Student Welfare Policy.
- Ensure the consistent application of the Student Welfare Policy.
- Be the contact person to whom parents/ community contact when issues arise.

Strategies and Practices to Promote Positive Student Behaviour

- ✓ Positive verbal recognition and praise.
- ✓ Teacher reward schemes to promote good behaviour. eg table points schemes.
- ✓ Demonstrating positive behaviour in the School environment.
- ✓ Constant review and explanation of class rules.
- ✓ Citizen of the Week Awards.
- ✓ School Merit Awards.
- ✓ Privileges for those that display positive behaviour.

Strategies and Practices to Recognise and Reinforce Student Achievement

- ✓ Star Student Assembly Award.
- ✓ Book of the Week Award.
- ✓ Display of work at weekly assemblies.
- ✓ End of Year Presentation Day Awards.
- ✓ Feedback to students recognising quality work.
- ✓ Stickers to recognise high quality work.
- ✓ Use of student work as an example of high quality work.
- ✓ Class rewards – First to lunch etc.
- ✓ Weekly goal sheets.

Strategies and Practices to Manage Inappropriate Student Behaviour

- ✓ Explanation of Class and School rules.
- ✓ Verbal reminders and warnings.
- ✓ Explanation of what constitutes inappropriate behaviour and why.
- ✓ Classroom management systems – name on board/ seating arrangements/ buddy class/ 1,2,3.
- ✓ Use of behaviour log in conjunction with parents.
- ✓ Referral to Principal / Counsellor.
- ✓ Time Out in playground.
- ✓ Sitting on the Verandah.
- ✓ Note to parents if problem persists.
- ✓ Suspension from School.
- ✓ Expulsion from School.

Programs that Operate to Promote Student Welfare at Rylstone PS

Peer Support Program

Student Representative Council

School Debating Team

Participation in Sydney Young Leaders' Day

Participation in Cudgegong Learning Community's Leadership Day

Weekly Assemblies and associated awards

Daily Assemblies

Guitar Tuition Program

Representative Sport Teams

- PSSA Cricket, Tennis, Soccer, Touch, Netball,
- Participation in Russel Richardson Cup/David Peachey Shield Rugby League Day.
- Participation in Super 8's cricket day
- Participation in Mudgee Touch Day

Kindergarten Orientation Program

Multicultural Day

Walk to Kandos Day

Rylstone Reporter

Participation in Rylstone Show / Wollemi Art Festival

Newsletter reports

Class fitness programs

ANZAC Day participation

Active After School Sport Programs

End of Year 'Thank You' Assembly

End of Year Presentation Awards and Concert

School Discipline Policy

Statement of Purpose

The School Discipline Policy is designed to enable each student at Rylstone PS to enjoy learning each day in a supportive, safe and friendly environment.

For this to be achieved all students, parents and staff need to be aware of the School Discipline Policy

This Discipline Policy incorporates the 'Core Rules in NSW Government Schools

THE CORE RULES

All students in NSW government schools are expected to:

- Attend every school day, unless they are legally excused, and be in class on time and prepared to learn.
- Maintain a neat appearance, including adhering to the requirements of the school's uniform or dress code policy.
- Behave safely, considerately and responsibly, including when travelling to and from school.
- Show respect at all times for teachers, other school staff and helpers, including following class rules, speaking courteously and cooperating with instructions and learning activities.
- Treat one another with dignity and respect.
- Care for property belonging to themselves, the school and others.

Behaviour that infringes on the safety of others, such as harassment, bullying and illegal or anti-social behaviour of any kind, will not be tolerated.

Our School Rules:

Be kind, fair and friendly

Act and play safely

Show respect for others and property

Take responsibility for your own actions

Be polite and co operative

At Rylstone Public School all students have the right to a safe environment free from unnecessary interruption or interference. It is the role of the staff to ensure this occurs in all school settings. It is the responsibility of all students and parents to co operate to also ensure this occurs. From time to time teachers will have to remedy situations that involve discipline processes. The following policy enunciates these.

Classroom

Examples of inappropriate behaviour

- Disrupting class
- Uncooperative in class
- Breaks class rule
- Leaving room unsupervised
- Inappropriate language
- Damaging property of School or other students
- Inappropriate touching of other students.

Example of Correctional Procedures

- Eye contact
- Verbal redirection
- Verbal reminder of expectation
- Private verbal reminder of expectation
- Relocation to complete work
- Relocation to buddy teacher to complete work
- Referral to Principal
- Referral to School Counsellor
- Letter / Interview with parents
- Establishment of Home School communication book
- Suspension
- Expulsion

Playground

Examples of inappropriate behaviour

- Teasing
- Disrupting the game of others
- Being out of bounds
- Damaging property
- Playing in a dangerous manner
- Bullying another student
- Violence

Example of Correctional Procedures

- Verbal reminder by teacher
- Time out on nearby seat
- Walk with the teacher
- Restrict play area
- Detention on Verandah
- Letter to parents
- Suspension
- Expulsion

Notes

In accordance with the Department's Discipline Policy, The Principal [or nominee] may immediately suspend any student who:

- Acts in an aggressive or violent manner.
- Is persistently disobedient.
- Use of or possession of a prohibited weapon.
- Maliciously damages property

Suspensions may be up to 20 days, follow a strict protocol and are subject to appeal.

Anti Bullying Policy

Policy Statement

Every student has the right to spend each day at school free from bullying, harassment and intimidation.

Bullying devalues, isolates and frightens and it affects a student's ability to achieve. The school is developing collaboratively a supportive culture to deal with and change inappropriate bullying behaviours.

Definition

Bullying is **intentional, repeated behaviour** that causes distress, hurt or undue pressure.

Bullying involves the abuse of power in relationships. It can involve all forms of harassment, humiliation, domination and intimidation of others.

It may be related to gender, race, disability, homosexuality, socio economic status or cultural difference.

Bullying behaviours can be:

- **Verbal** – name calling, teasing, abuse, putdowns, sarcasm, insults, threats.
- **Physical** – Hitting, punching, kicking, scratching, tripping, spitting.
- **Social** – ignoring, excluding, ostracizing, alienating, making inappropriate gestures.
- **Psychological** – spreading rumours, dirty looks, hiding, damaging possessions, deliberately giving misinformation, malicious SMS and email messages.

Statement of Purpose

Students attend school to participate in quality education that will help them to learn and create a positive future for themselves and the wider community.

Rylstone Public School aims to eliminate bullying behaviours at the School by developing an environment that promotes positive relationships that respect and accept individual difference.

Students have a responsibility to:

- Behave appropriately, respecting individual difference and diversity.
- Follow the school Anti Bullying Plan
- Respond to incidents of bullying by intervention or reporting to staff.

Parents and Caregivers have a responsibility to:

- Be aware of the school Anti Bullying Plan
- Assist their children in understanding what constitutes bullying behaviour
- Support their children and the school in developing positive responses to incidents of bullying.

Rylstone Public School has a responsibility to:

- Develop an Anti Bullying Plan in consultation with the community.
- Inform the community of the Anti Bullying Plan.
- Provide students with strategies to respond positively to bullying behaviour including responsibilities of bystanders.
- Provide the whole school community with information on appropriate behaviour strategies and consequences for inappropriate behaviour.
- Communicate to parents that they have an important role in resolving incidents of bullying involving their children.

- Follow up complaints of bullying, harassment and intimidation and respond in an appropriate and timely manner.

Rylstone Public School staff members have a responsibility to:

- Respect and support students in all aspects of their learning.
- Be aware of the school Anti Bullying Plan.
- Include units of work on anti bullying and other discriminatory practices in class teaching/learning programs.
- Model appropriate behaviour.
- Respond to incidents of bullying according to the Anti Bullying Plan.

Whole School Strategies

- Survey the community. Provide a forum for sharing views.
- Policy development.
- Communicate DET Core Rules statement
- Staff training and development.
- Quality teaching/learning programs.
- Regular reinforcement of School Rules.
- Peer support program.
- Develop bystander skills with clear procedures to intervene or access support.
- Promote school conduct and good manners at all times and in all communications.
- Display signage to reinforce the message.

Management of Incidents

1. Report reaches Principal
2. Principal [or designated staff member] interviews individually the victim, alleged bully and witnesses.
3. Behaviour report compiled and read back to students to confirm accuracy.
4. Principal makes an adjudication* and promotes reconciliation with all parties. Appropriate loss of play privileges according to level of culpability. Writing task to reinforce the Anti Bullying message.
5. Students advised that if they re-offend, parents will be requested to attend school.
6. The school welfare committee will also begin closely monitoring students social interactions.
7. A third incident will result in suspension according to DET Student Welfare and Discipline Policies.
8. Upon student's return, parent and student are to meet with the Principal for a restitution meeting. School Guidance Officer involved for counseling student and parental support.

*Note – The Principal reserves the right to suspend a student should the initial or any bullying incident warrant a suspension.

Monitoring and Evaluation

- Register kept by the Principal
- School Welfare committee monitors behaviors
- The Plan will be reviewed at the beginning of each year.