



BEHAVIOUR EDUCATION POLICY

PREAMBLE

Behaviour Education within Redeemer Lutheran College, Biloela is underpinned by our Christian ethos, and stems from our care and concern for each child's wellbeing. As a Christian community we have the responsibility and desire to provide a nurturing school environment. A nurturing environment includes appropriate discipline. We believe that good discipline occurs when positive relationships are formed and when the students' social and emotional needs are met. When students feel they are loved and belong, when rules are few but fair, and enforced, and when teacher expectations are clear and high, students can develop academically, physically, socially and spiritually.

The social and emotional wellbeing of each of our students at Redeemer is important to us. We believe we have a joint responsibility with parents/carers to proactively aid the development of our students' social and emotional capacity. We believe that Behaviour Education, teaching and role modelling how to interact with others, rather than Behaviour Management, is the key to developing this capacity.

"Let us raise children to be considerate of themselves, others and the world in which they live, with sound reasons for the things they say and do...from this, all else will follow." Wilson McCaskill

We want our students to

- be responsible for their actions,
- self-manage their behaviour,
- be tolerant of, and interact positively with others,
- be able to solve their personal conflicts,
- take appropriate risks, and at times fail, so that they can learn and grow,
- commit to and complete tasks,
- and work towards personal goals.

We believe that Behaviour Education involves all members of the community – staff, students and parents/carers. It is essential that all members of our College community are actively supportive and consistent in their approach to assisting students to develop socially and emotionally. Continued misdemeanours and all serious matters should be reported to parents/carers and parents/carers should trust that the day to day behavioural matters are dealt with fairly and consistently by the College Staff.

A quality education is the right of each of our students and we acknowledge the right of teachers to teach and the right of students to learn in a safe, supportive and organised environment. Every student has the responsibility to ensure that all others feel safe and secure. Students need be responsible for managing their own behaviour, with guidance from parents/carers and College staff, and need to accept responsibility both for their own behaviour and for the natural and logical consequences that flow from it. **If a student cannot meet the College's expectations of behaviour after repeated interventions, they will be asked to leave the College.**

Students are entitled to receive their education free from humiliation, harassment, oppression and abuse. At Redeemer Lutheran College, we do not tolerate harassment or bullying of, or by, any College Community member.

We define Harassment as causing fear, distress and/or harm to another deliberately or as a result of thoughtlessness. It includes physical, non-physical (verbal, gestural, facial), emotional and cyber harassment.

We define Bullying as continued, persistent intentional harassment, conducted by a more powerful individual, or group, against a less powerful individual or group who is unable to effectively resist.

Students need to be educated in the purpose and need for rights, rules and responsibilities. They need to know they will be listened to and their opinions considered when we are trying to resolve issues. It is important to always focus on the actions of the child rather than the actor, so that dignity and self-esteem are maintained. In our diverse and ever-changing society children need to develop the social and emotional capacity, including conflict management skills, which will equip them to interact positively and learn effectively in many different contexts and situations.

We recognise and respect the worth, dignity and uniqueness of every individual in our College Community. The behaviour of children is influenced by developmental level, internal and external factors which contribute significantly to the way they interact with and respond to others. We recognise that an integral part of our Behaviour Education policy is the ongoing concern of staff for children with behavioural problems, which arise from difficulties connected with home or personal issues. There is the recognition that students, at times, need to be dealt with on an individual basis, so that their needs are met and the consequences appropriate for their individual social emotional context.

BEHAVIOUR EDUCATION AT REDEEMER LUTHERAN COLLEGE, BILOELA

The intention of the Behaviour Education Program at Redeemer Lutheran College, Biloea is to assist students to develop the social and emotional capacity, including conflict management skills, which will equip them to interact positively and learn effectively in many different contexts and situations.

Redeemer Lutheran College, Biloea uses five key concepts as the foundation for its College expectations.

1. The Golden Rule: Treat others as you would like them to treat you.

If someone is unlike you seek to understand them.

2. Be brave - participate to progress.

School is about stepping bravely into the unknown. The unknown is often uncomfortable. The braver you are the more you learn.

3. Pursue your personal best no matter who you work with.

We don't come to school to be better than others. We come to school to better ourselves by being able to work with others.

4. Have reasons for the things you say and do.

If you don't know why you are doing something, then don't do it because it's most likely wrong.

5. It takes great strength to be sensible.

We do the right thing because it is the best thing to do.

When inappropriate behaviour occurs students are taught to reflect on this behaviour using a Choice Chart. Using a Choice Chart, students, with the assistance of teachers, document the choices they have made and the natural consequences of those choices alongside alternative behavioural choices that will produce positive consequences. Consequences are applied as a part of this process. Through this reflection and discussion process we are teaching the students to own their behaviour and giving them the opportunity to make choices about changing behaviour while assessing whether there are underlying causes of the behaviour that we can assist with.

When conflict occurs between students a restorative approach is used. Students are encouraged to examine their own behaviour and, importantly, to take responsibility for it. The students must listen to those who have been affected by their inappropriate behaviour. They decide how they can “make things right” and how they would act differently if the same situation happens again. This restorative approach to conflict resolution encourages children to be confident, forgiving and compassionate in order to allow themselves and each other the maximum opportunity to learn to interact appropriately, effectively and positively.

Consequences will be applied for all inappropriate behaviour and may include limitation of playtime, completion of service tasks and for serious ongoing behavioural issues internal or external suspension and expulsion may be applied. All ongoing and serious behavioural issues particularly those that involve physical harm or are defined as harassment or bullying according to the RLCB Policy definition will be reported to parents/carers.

Serious incidents will be dealt with on a case-by-case basis and could be dealt with by external authorities. To effectively implement this Behaviour Education Program, all members of the College Community aim to operate as a team, sharing responsibilities and supporting one another.

Therefore

The College Staff will:-

- Value and treat students and parents/carers with respect, regardless of race, gender, ability, cultural background or economic circumstances.
- Develop and implement high quality differentiated teaching programs in organised and pleasant teaching environments.
- Consistently apply the five key concepts as expectations in the classroom and the playground.
- Provide fair and consistent routines which will encourage children to take responsibility for their own behaviour.
- Provide positive models of behaviour, using effective and appropriate strategies to solve conflict.
- Continue to investigate, identify and implement a variety of behaviour education strategies and techniques which cater for the specific needs of individuals within the College Community.
- Develop and implement strategies that encourage and celebrate the positive, unique qualities of all.
- Build positive and mutually respectful relationships with parents/carers through channels of open communication.
- Where possible provide opportunities for parents/carers to develop their knowledge and skills in behaviour education.
- Ensure that we provide duty of care to our students.

The Parents/Carers will :-

- Work collaboratively with the College in consultation with the teachers and other staff so the children receive consistent messages about how to behave at home and at school.
- Build positive and mutually respectful relationships with College staff through channels of open communication.
- Communicate concerns regarding learning, behaviour and child welfare to the College staff.
- Support their child's learning by providing the appropriate resources, ensuring regular punctual attendance, attending parent/teacher interviews and supervising homework.
- Support the actions of the College if the College has to use reasonable sanctions, in line with this policy, to discipline a child.

The Students will :-

- Treat others with understanding – do not laugh at others, tease or try to hurt feelings
- Treat others politely and with respect
- Respect the authority of the College Staff
- Make the College safe by not hurting anyone in any way
- Make the College safe by reporting damaged or dangerous property
- Not steal, damage or destroy the property of others

- Respect the property of the College
- Cooperate with teachers and other students to make sure their lessons proceed effectively
- Be punctual
- Take an active part in all facets of learning
- Care for the environment, keeping it neat and clean, free from litter and rubbish.

Redeemer Lutheran College's Behaviour Education Program includes:

1. The teaching and application of the five key concepts as College Expectations.
2. Christian Studies – Learning about Jesus' love and forgiveness, the relationship He wants to have with us and how He desires us to live and interact with others through the Christian Studies curriculum, devotions and worship.
3. Health Studies – Developing the knowledge, understanding and skills to strengthen their sense of self, and build and manage satisfying relationships through the Health and Physical Education Curriculum.
4. Play is the Way Program – A practical methodology used from Preparatory to Year 6 for teaching social and emotional learning through guided play, classroom activities and development of an empowering language.
5. Pastoral Care – All staff consider that the pastoral care of our students is a core responsibility of their role. They are supported by our leadership team.
6. Management of Conflict Resolution through Restorative Approach.

Approved and Reviewed	College Chairman	College Principal	Due for Review
2011	Gavin Lotz	Jenni Krenske	2013
January 2019	Gavin Lotz	Jenni Krenske	January 2021
October 2020	Gavin Lotz	Sandra Wass	October 2022
October 2022	Gavin Lotz	Eureka Coetzee	October 2024