



STUDENT WELLBEING AND ENGAGEMENT POLICY

PURPOSE

The purpose of this policy is to ensure that all students and members of our school community understand:

- our commitment to providing a safe and supportive learning environment for students
- expectations for positive student behaviour
- support available to students and families
- our school's policies and procedures for responding to inappropriate student behaviour

Narre Warren South P-12 College is committed to providing a safe, secure and stimulating learning environment for all students. We understand that students reach their full potential only when they are happy, healthy and safe, and that a positive school culture helps to engage students and support them in their learning. Our school acknowledges that student wellbeing and student learning outcomes are closely linked.

The objective of this policy is to support our school to create and maintain a safe, supportive and inclusive school environment consistent with our school's values.

SCOPE

This policy applies to all school activities, including camps and excursions.

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School Profile

Narre Warren South P-12 College opened in 2002 and is located in the suburb of Narre Warren South within the rapidly growing south east growth corridor of Melbourne. In 2002 the College commenced with 819 students from Prep to Year 7 and 48 staff. In 2018 we have grown to approximately 2200 students across Prep to Year 12 with over 200 staff.

Narre Warren South P-12 College is on one campus consisting of two sub schools - Prep to Year 6 and Year 7 to 12. The school has 200 equivalent full-time staff, principal class, 130 teachers and 60 education support staff, including administration, student support and

integration staff. The school is a welcoming place where students from many cultures learn together in excellent facilities.

- The College is categorized as “low” compared to other State schools in socio-economic terms.
- The school family occupation and education (SFOE) index is 0.5819.
- Many students have not attended Kindergarten or day care prior to commencing school.
- Nearly all our students from Year 6 stay on to do their secondary education.
- The College experiences significant change over of students over the 13 years of schooling.
- Cultural diversity is a feature of the College community with at least 50 ethnic groups being represented speaking 64 languages.
- Approximately 50% of the Year 7 enrolments originate from the primary school.
- Approximately 40% of our senior students undertake a VCAL pathway (trade/vocational focus)
- More than half of the College’s student population comes from families where the language background is other than English, and around 50% qualify for the EAL program.
- Attendance rates at both Primary and Secondary levels are better than the state benchmarks.
- Many community groups access a variety of the College’s facilities for sport and the College is a central facility within the community.

We take great pride in all our students working hard at school and getting excellent results. Our VCE median study score has been stable at 30- 31 for the past seven years, placing us well above the state average. Coupled with our outstanding VCAL and VET results, we are a College that meets the pathway needs of all of our students. This is an outstanding achievement and has gained the school recognition far and wide, including 20 State Awards since 2006 for staff and students in our VCAL program and two Premiers Awards for VCE (perfect study scores). The foundations for these results are found in our exemplary programs in the Primary and early Secondary sections of the College, where our focus on academic achievement and strong civic participation are evident. Student Attitudes to School reflect a strong sense of connectedness to school in both the Primary and Secondary areas of the College. Parent opinion well above state benchmarks is also indicative of a happy and harmonious College community.

School Values, Philosophy and Vision

Our purpose at Narre Warren South P-12 College is twofold;

- To develop a school for young people where they can do their best in pursuit of their education.
- To provide a broad range of educational experiences that support intellectual and social development of young people.

Narre Warren South P-12 College strives to nurture young people so as they can make fulfilling and positive contribution to our society. The values that guide our community create a harmonious school that has a positive sense of purpose and a commitment to each and every person.

The values that guide our school are;

- Professionalism and Positive Behaviours
- Respect
- Integrity
- Dedicated Teamwork

- Excellence

Engagement Strategies

Narre Warren South P-12 College has developed a range of strategies to promote engagement, positive behaviour and respectful relationships for all students in our school. We acknowledge that some students may need extra social, emotional or educational support at school, and that the needs of students will change over time as they grow and learn.

A summary of the universal (whole of school), targeted (year group specific) and individual engagement strategies used by our school is included below:

Universal

- high and consistent expectations of all staff, students and parents and carers
- prioritise positive relationships between staff and students, recognising the fundamental role this plays in building and sustaining student wellbeing
- creating a culture that is inclusive, engaging and supportive
- welcoming all parents/carers and being responsive to them as partners in learning
- analysing and being responsive to a range of school data such as attendance, Attitudes to School Survey, parent survey data, student management data and school level assessment data
- deliver a broad curriculum including VET programs, VCE and VCAL to ensure that students are able to choose subjects and programs that are tailored to their interests, strengths and aspirations
- teachers at Narre Warren South P-12 College use an [NAME] instructional framework to ensure an explicit, common and shared model of instruction to ensure that evidenced-based, high yield teaching practices are incorporated into all lessons
- teachers at Narre Warren South P-12 College adopt a broad range of teaching and assessment approaches to effectively respond to the diverse learning styles, strengths and needs of our students and follow the standards set by the Victorian Institute of Teaching
- our school's Statement of Values are incorporated into our curriculum and promoted to students, staff and parents so that they are shared and celebrated as the foundation of our school community
- carefully planned transition programs to support students moving into different stages of their schooling
- positive behaviour and student achievement is acknowledged in the classroom, and formally in school assemblies and communication to parents
- monitor student attendance and implement attendance improvement strategies at a whole-school, cohort and individual level
- students have the opportunity to contribute to and provide feedback on decisions about school operations through the Student Representative Council and other forums including year group meetings and Peer Support Groups. Students are also encouraged to speak with their teachers, Year Level Coordinator, Assistant Principal and Principal whenever they have any questions or concerns.
- create opportunities for cross—age connections amongst students through school plays, athletics, music programs and peer support programs
- All students are welcome to self-refer to the Student Wellbeing Coordinator, School Nurse, School Chaplain, Year Group Leaders, Assistant Principal and Principal if they would like to discuss a particular issue or feel as though they may need support of any kind. We are proud to have an 'open door' policy where students and staff are partners in learning

- we engage in school wide positive behaviour support with our staff and students, which includes programs such as:
 - Respectful Relationships
 - Bully Stoppers
 - Safe Schools
 - programs, incursions and excursions developed to address issue specific behaviour (i.e. anger management programs)
 - opportunities for student inclusion (i.e. sports teams, clubs, recess and lunchtime activities)
 - buddy programs, peers support programs

Targeted

- each year group has a Year Group Leader/Coordinator, a senior teacher responsible for their year, who monitor the health and wellbeing of students in their year, and act as a point of contact for students who may need additional support
- all students from Year 10 and above will be assisted to develop a Career Action Plan, with targeted goals and support to plan for their future
- connect all Koorie students with a Koorie Engagement Support Officer
- all students in Out of Home Care will be appointed a Learning Mentor, have an Individual Learning Plan and will be referred to Student Support Services for an Educational Needs Assessment
- Narre Warren South P-12 College assists students to plan their Year 10 work experience, supported by their Career Action Plan
- wellbeing and health staff will undertake health promotion and social skills development in response to needs identified by student wellbeing data, classroom teachers or other school staff each year
- staff will apply a trauma-informed approach to working with students who have experienced trauma

Individual

Student Support Groups, see:

<http://www.education.vic.gov.au/school/principals/spag/participation/pages/supportgroups.aspx>

- Individual Learning Plan and Behaviour Support Plan
- Program for Students with Disabilities
- referral to Student Welfare Coordinator and Student Support Services
- referral to ChildFirst, Headspace, private psychologists
- Narre Warren South P-12 College Learning Hub
- Hands on Learning Program
- Blackwood Centre for Adolescent Development
- Narre Warren South P-12 College Learning Hub

Narre Warren South P-12 College implements a range of strategies that support and promote individual engagement. These can include:

- building constructive relationships with students at risk or students who are vulnerable due to complex individual circumstances
- meeting with student and their parent/carer to talk about how best to help the student engage with school
- developing an Individual Learning Plan and/or a Behaviour Support Plan

- considering if any environmental changes need to be made, for example changing the classroom set up
- referring the student to:
 - school-based wellbeing supports
 - Student Support Services
 - Appropriate external supports such as council based youth and family services, other allied health professionals, headspace, child and adolescent mental health services or ChildFirst
 - Re-engagement programs such as Navigator
- Where necessary the school will support the student's family to engage by:
 - being responsive and sensitive to changes in the student's circumstances and health and wellbeing
 - collaborating, where appropriate and with the support of the student and their family, with any external allied health professionals, services or agencies that are supporting the student
 - monitoring individual student attendance and developing an Attendance Improvement Plans in collaboration with the student and their family
 - running regular Student Support Group meetings for all students:
 - with a disability
 - in Out of Home Care
 - and with other complex needs that require ongoing support and monitoring.

Identifying Students in Need of Support

Narre Warren South P-12 College is committed to providing the necessary support to ensure our students are supported intellectually, emotionally and socially. The Student Wellbeing team plays a significant role in developing and implementing strategies help identify students in need of support and enhance student wellbeing. Narre Warren South P-12 College will utilise the following information and tools to identify students in need of extra emotional, social or educational support:

- personal, health and learning information gathered upon enrolment and while the student is enrolled
- attendance records
- academic performance
- observations by school staff such as changes in engagement, behaviour, self-care, social connectedness and motivation
- attendance, detention and suspension data
- engagement with families
- self-referrals or referrals from peers
- involvement in incidents requiring external agencies such as Vic Police or DHHS Child Protection

Student Rights and Responsibilities

All members of our school community have a right to experience a safe and supportive school environment. We expect that all students, staff, parents and carers treat each other with respect and dignity. Our school's Statement of Values highlights the rights and responsibilities of members of our community.

Students have the right to:

- participate fully in their education
- feel safe, secure and happy at school
- learn in an environment free from bullying, harassment, violence, discrimination or intimidation
- express their ideas, feelings and concerns.

Students have the responsibility to:

- participate fully in their educational program
- display positive behaviours that demonstrate respect for themselves, their peers, their teachers and members of the school community
- respect the right of others to learn.

Students who may have a complaint or concern about something that has happened at school are encouraged to speak to their parents or carers and approach a trusted teacher or a member of the school leadership team.

Student Behavioural Expectations

Behavioural expectations of students, staff and families are grounded in our school's Statement of Values. Student bullying behaviour will be responded to consistently with Narre Warren South P-12 College's Bullying policy.

When a student acts in breach of the behaviour standards of our school community,

Narre Warren South P-12 College will institute a staged response, consistent with the Department's Student Engagement and Inclusion Guidelines. Where appropriate, parents will be informed about the inappropriate behaviour and the disciplinary action taken by teachers and other school staff.

Disciplinary measures may be used as part of a staged response to inappropriate behaviour in combination with other engagement and support strategies to ensure that factors that may have contributed to the student's behaviour are identified and addressed. Disciplinary measures at our school will be applied fairly and consistently. Students will always be provided with an opportunity to be heard.

Disciplinary measures that may be applied include:

- warning a student that their behaviour is inappropriate
- teacher controlled consequences such as moving a student in a classroom or other reasonable and proportionate responses to misbehaviour
- withdrawal of privileges
- referral to the Year Level Coordinator
- restorative practices
- detentions
- behaviour reviews
- suspension
- expulsion

Suspension and expulsion are measures of last resort and may only be used in particular situations consistent with Department policy, available at:

<http://www.education.vic.gov.au/school/principals/spag/participation/pages/engagement.nt.aspx>

Corporal punishment is prohibited in our school and will not be used in any circumstance.

Engaging With Families

Narre Warren South P-12 College values the input of parents and carers, and we will strive to support families to engage in their child's learning and build their capacity as active learners. We aim to be partners in learning with parents and carers in our school community.

We work hard to create successful partnerships with parents and carers by:

- ensuring that all parents have access to our school policies and procedures, available on our school website
- maintaining an open, respectful line of communication between parents and staff, supported by our Communicating with School Staff policy.
- providing parent volunteer opportunities so that families can contribute to school activities
- involving families with homework and other curriculum-related activities
- involving families in school decision making
- coordinating resources and services from the community for families
- including families in Student Support Groups, and developing individual plans for students.

EVALUATION

Narre Warren South P-12 College will collect data each year to understand the frequency and types of wellbeing issues that are experienced by our students so that we can measure the success or otherwise of our school based strategies and identify emerging trends or needs.

Sources of data that will be assessed on an annual basis include:

- student survey data
- incidents data
- school reports
- parent survey
- case management
- CASES21
- SOCS

APPENDICES

APPENDIX A: STUDENT CODE OF CONDUCT

APPENDIX B: COMMUNITY CODE OF CONDUCT

APPENDIX C: RESPONSE TO BREACHES OF STUDENT CODE OF CONDUCT

APPENDIX D: PROCEDURAL FLOW CHARTS FOR STAFF

APPENDIX E: BEHAVIOR AND CONSEQUENCES POSTER

APPENDIX F: OTHER FORMS AND TEMPLATES

FURTHER INFORMATION AND RESOURCES

[DET School Policy Advisory Guide](#)

[NWSC Policies Webpage](#)

REVIEW CYCLE

This policy was last updated Term 3, 2018 and is scheduled for review in Term 2, 2022