NARRE WARREN SOUTH P-12 COLLEGE

Getting the best from and for our students

STUDENT WELLBEING AND ENGAGEMENT POLICY



Help for non-English speakers
If you need help to understand the information in this policy please contact the school office Narre Warren South P-12 College on 9704 3333.

PURPOSE

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

(a) our commitment to providing a safe and supportive learning environment for students
(b) expectations for positive student behaviour
(c) support available to students and families
(d) 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, where student participation is encouraged and valued, 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.

CONTENTS

1. School profile
2. School values, philosophy and vision
3. Wellbeing and engagement strategies
4. Identifying students in need of support
5. Student rights and responsibilities

6. Student behavioural expectations and management
7. Engaging with families
8. Evaluation

POLICY

1. School profile

Narre Warren South P-12 College strives to develop young people so they can become fulfilled, positive members and leaders of our society. By recognising and celebrating diversity, high aspirations and positive relations, we create a harmonious school that has a positive sense of purpose and a commitment to each and every person.
Narre Warren South P-12 College operates on a single campus divided into three Sub Schools: Primary Prep - Year 6, Secondary Years 7 - 9 and Senior Secondary Years 10 - 12. The school has 280 equivalent full-time staff, principal class, 200 teachers and 80 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 school's socio-economic band value is "high", representing a high level of socio-educational disadvantage compared to other State schools in socio-economic terms.
- The school family occupation and education (SFOE) index is 0.6652.
- 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 in 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 VCE/VM 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 60% qualify for the EAL program.
- Attendance rates at both Primary and Secondary levels are better than the state benchmarks.
- Wellbeing support is provided across the College with a range of professionals including counsellors, youth workers, an Engagement Officer, Speech

- Pathologists, Psychologists and an Allied Health Team.
- 'Compass' is the main communication system for the College. Compass is available to parents and students to assist with attendance, learning tasks, payments, permissions, reporting etc.
- Career Practitioners.
- Many community groups access a variety of the College's facilities for sport and the College is a central facility within the community.

The College has a partnership with Monash Health, giving families access to Pediatric services onsite. We are a college that meets the pathway needs of all our students.

2. School values, philosophy and vision

At Narre Warren South P-12 College we are committed to advancing both the academic and personal development of our students. This is achieved through engagement in a purposeful and developmental educational program where students progressively gain the skills and tools they need to be reflective, successful life-long learners. We constantly challenge them to be critical thinkers and to be positive contributors to our local and global society both now and into the future.

Narre Warren South P-12 College strives to develop young people so they can make fulfilling and positive leaders and members of 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 through our recognition and celebration of diversity, high aspirations and positive relationships.

The values that guide our school by taking PRIDE in what we do are;

- Perseverance
- Respect
- Integrity
- Dedicated Teamwork
- Excellence

The foundation of our positive culture is the active participation of all members of the school community, so they feel valued, safe and secure; are provided with meaningful opportunities to contribute to the school and have every opportunity to meet their personal and educational potential. A key component of Narre Warren South P-12 College's approach to proactivity is teaching positive behaviours and the use of logical consequences to address appropriate and inappropriate behaviour.

3. Wellbeing and engagement strategies

Narre Warren South P-12 College has developed a range of strategies to promote engagement, an inclusive and safe environment, positive behaviour, and respectful relationships for all students in our school. We recognise the importance of student friendships and peer support in helping children and students feel safe and less isolated. 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:

<u>Universal</u>

- 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 and that embraces and celebrates diversity and empowers all students to participate and feel valued.
- 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/VM to ensure that students can choose subjects and programs that are tailored to their interests, strengths and aspirations
- teachers at Narre Warren South P-12 college use a Teaching and Learning 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 and College Philosophy 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 Voice 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 Team, 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
  - Extended Homegroups
  - Safe Schools
  - Berry Street Education Model
- 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
- measures are in place to empower our school's community to identify, report and address inappropriate and harmful behaviours such as racism, homophobia and other forms of discrimination or harassment.
- Staff will apply a trauma-informed approach to working with students who have experienced trauma

<u>Targeted</u>

- 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
- Koorie students are supported to engage fully in their education, in a positive learning environment that understands and appreciates the strength of Aboriginal and Torres Strait Islander culture – refer to our Action Plan – Aboriginal Learning, Wellbeing and Safety for further information.
- Our English as a second language students are supported throughout EAL program, and all cultural and linguistically diverse students are supported to feel safe and included in our College via not only the EAL programs run in primary and secondary classes, but also by our Accelerated aides support which assist within and beyond the classroom.
  We support learning and wellbeing outcomes of students from refugee background through Foundation House, professional development sessions for
- staff members and as needed per individual student referral processes. Additional supports for students of Cultural Engagement Leaders who work with students, families and staff to lend support mechanisms as needed.
- We provide a positive and respectful learning environment for our students who identify as LGBTIQ+ and follow the Department's policy on LGBTIQ+ Student Support by holding regular support sessions, supervised by supporting members of staff, these meetings are scheduled depending on student voice and needs within the group and provided a safe setting, with an additional student voice buy in.
- All students in Out of Home Care are supported in accordance with the Department's policy on Supporting Students in Out of Home Care including being appointed a Learning Mentor, having an Individual Education Plan and a Student Support Group (SSG) and will be referred to Student Support Services for an Educational Needs Analysis.
- Narre Warren Sout P-12 College assists students to plan their Year 10 work experience, supported by their Career Action Plan.
- Students with a disability are supported to be able to engage fully in their learning and school activities in accordance with the Department's policy on Disability and Inclusion, such as through reasonable adjustments to support.
- access to learning programs, consultation with families and where required, student support groups and individual education plans.

Individual

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 Education 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 The Orange Door.
  - 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.
  - Koorie

4. 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 to 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

5. 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 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 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.

6. Student behavioural expectations and management

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 policies on behaviour, discipline and student wellbeing and engagement. Where appropriate, parents will be informed about the inappropriate behaviour and the disciplinary action taken by teachers and other school staff.

Our school considers, explores and implement positive and non-punitive interventions to

support student behaviour before considering disciplinary measures such as detention, withdrawal of privileges or withdrawal from class.
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 support and intervention meetings*
- *suspension*
- *expulsion*

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

- https://www2.education.vic.gov.au/pal/suspensions/policy
- https://www2.education.vic.gov.au/pal/expulsions/policy
- https://www2.education.vic.gov.au/pal/restraint-seclusion/policy

In line with Ministerial Order 1125, no student aged 8 or younger will be expelled without the approval of the Secretary of the Department of Education and Training.
The Principal of Narre Warren South P-12 College is responsible for ensuring all suspensions and expulsions are recorded on CASES21.
Corporal punishment is prohibited in our school and will not be used in any circumstance.

7. 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.

8. 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 |ATOSs | Staff Opinion Survey
- incidents data
- school reports
- parent survey
- case management
- CASES21, including attendance and absence data
- SOCS

Narre Warren South P-12 College will also regularly monitor Compass to ensure any wellbeing or engagement issues are acted upon in a timely manner and any intervention occurs as soon as possible.

COMMUNICATION

This policy will be communicated to our school community in the following ways

- Available publicly on our school's website and Compass
- Included in staff induction processes
- Included in transition and enrolment packs
- Made available in hard copy from school administration upon request

Our school will also ensure it follows the mandatory parent/carer notification requirements with respect to suspensions and expulsions outlined in the Department's policies at:

- Suspension process
- Expulsions - Decision

FURTHER INFORMATION AND RESOURCES
The following Department of Education and Training policies are relevant to this Student

Engagement and Wellbeing Policy:

- Attendance
- Behaviour - Students
- Child Safe Standards
- Expulsions
- Koorie Education
- LGBTIQA+ Student Support
- Restraint and Seclusion
- Student Engagement
- Students with Disability
- Supporting Students in Out-of-Home Care
- Suspensions

The following school policies are also relevant to this Student Wellbeing and Engagement Policy:

- Child Safety and Wellbeing Policy
- Bullying Prevention Policy
- Inclusion and Diversity Policy
- Statement of Values and School Philosophy

POLICY REVIEW AND APPROVAL

Policy last reviewed	June 2026
Consultation and approved by	School Council June 2026
Approved by	Principal June 2026
Next scheduled review date	May 2028