Behaviour Management Policy

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Embargoes

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Manager: Deputy Headmaster

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Author: Grant Harris

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The principles on which the Managing Student Behaviour Policy are based are a reflection of the stated School aim:

“The aim of this Anglican Church School is to provide for boarding and day pupils a general education founded on the Christian faith, enshrining Christian living and espousing excellence in all areas. The School aims to develop, in a disciplined and caring environment, the spiritual, intellectual, cultural, physical and social capacities of all its students and to encourage and nurture to the full their individual talents and abilities. It aims further to develop a responsibility to the community in demanding high personal standards and encouraging constructive citizenship and consideration for others”.

Principles on which the Behaviour Management Policy are founded

- The whole school is committed to establishing and maintaining a caring environment as stated in, and reflected by, the Christian aims of the School
- All members of the School community must be encouraged to live cooperatively and creatively.
- Students are encouraged to be responsible for their own behaviour.
- There are logical consequences for all standards of behaviour, both positive and negative.
- When behavioural difficulties arise the students and staff need to accept that their efforts are required in order to resolve conflicts and change inappropriate behaviour.
- A consistent approach and support from all levels of the school hierarchy is essential.
- Support for those with authority is available in order to develop and improve skills in behaviour management.
- Clear communication is essential to provide information to TAS students, staff and parents.
- School rules need to be negotiated and regularly reviewed by the School community.
- The Armidale School expressly prohibits Corporal Punishment in any form at all levels of the school both boarding and day environments. Furthermore the school will not tolerate Corporal Punishment at school by non-school persons or parents.

Rights and Responsibilities

The School acknowledges the fundamental principle that “All members of the TAS community are aware of and respect the rights of others”.

The following responsibilities subsequently apply:

Responsibilities of The Armidale School

- The Armidale School has the responsibility to:
  - Provide a safe, secure, caring and enjoyable environment in which all members are valued;
  - Encourage students to complete a full education by implementing meaningful programmes to meet the needs of students;
  - Respect, recognise and reward personal achievement through effort and commitment;
  - Pursue the stated aims of the School

Responsibilities of the Staff

Each staff member has the responsibility to endeavour to:

- Display support for the School rules and for the Christian ethos of the School
- Provide an appropriate role model for students by:
  (a) showing due respect, care courtesy and cooperation, and
  (b) displaying high standards of dress, language and behaviour.
- Provide a stimulating and safe learning environment;
- Provide curricula which meet the needs, interest and abilities of all students and satisfies the requirements of the Board of Studies;
• Be conversant with the TAS policy for Behaviour Management and consistently adhere to its principles and practices;
• Make effective use of the School Diary, Student Performance Slip and Student Monitoring Card when communicating with students, their parents, staff and administration;
• Communicate regularly with parents on the progress of students;
• Promote the School’s aims and support the School’s rules;
• Encourage student involvement in school activities;
• Support students and teachers in order that they may meet their responsibilities.

Responsibilities of the students
Each student member of The Armidale School has the responsibility to be a courteous, caring and cooperative member of the school community by respecting the rights of others in the school. Students must, therefore, endeavour to:
• Accept responsibility for their own behaviour, modifying inappropriate behaviour accordingly;
• Learn to the best of their ability and allow others to learn unhindered;
• Cooperate with others and learn to discuss without being disagreeable;
• Be punctual to class and care for all school property and equipment;
• Carry and properly maintain a school diary;
• Know the school rules and the consequences of not working within those rules;
• Contribute to the maintenance and care of the school environment;
• Behave in a manner that brings no discredit to the School.

Examples of appropriate behaviour:
• Courtesy to other students, staff, visitors to the school and to the public;
• Punctuality at all school activities;
• Correctly wearing the school’s uniforms;
• Cooperating with and supporting other students;
• Helping to maintain the cleanliness of classrooms, buildings and the school grounds;
• Caring for plants, trees and gardens within the school grounds;
• Speaking politely to other students, staff and visitors;
• Being honest.

The school acknowledges and supports the following practices commending appropriate behaviour:
• encouragement and praise
• the use of Pink Slips (School Performance Slips)
• notes to parents
• merit certificates and medallions
• sports colours and arts honours
• commendation at assemblies
• special School activities

Examples of inappropriate behaviour:
• Preventing others from receiving the benefits of education eg. disrupting class etc.
• Bullying in any of its forms, particularly physical, emotional and verbal abuse of others, sexual harassment, racism;
• Stealing, vandalism, borrowing without permission;
• Misbehaviour on school buses, public transport, at school functions or excursions or at sport;
• Misbehaviour in public places;
• The use, possession or supply of cigarettes, alcoholic drink, or any illegal substances;
• Possession of prohibited weapons or use of any item as a weapon;
• Inappropriate language or behaviour;
• Disrespect for the property of others and of the School;
• Truancy, absenteeism from class;
- disregarding school rules.

**The School acknowledges and supports the following practices for dealing with inappropriate behaviour:**
- redirection to other tasks
- reprimands
- detentions
- loss of privileges
- student monitoring cards
- notes to parents
- meetings with parents
- behaviour modification programmes (including restorative justice)
- in-class exclusion
- use of Withdrawal Room
- in-school suspension
- out-of-school suspension
- exclusion from specific activities
- expulsion

**Behaviour Management Levels**
The Deputy Headmaster is responsible for managing the student discipline in the school and as a guide the consequences of inappropriate behaviour are set out below:

**Level 1**

** Behaviour**
- Not respecting the rights of others;
- Not abiding by the School rules;
- Continual disturbance in class or other areas, such as the grounds, dining room, assembly etc.;
- Repeatedly not completing prep;
- Repeatedly late to class or other school activities;
- Repeatedly not carrying or properly maintaining the School diary;
- Inappropriate language or behaviour towards staff and others;
- Disrespect for the property of others;
- Not caring for the School environment.

**Consequence**
- Will have an appropriate Advisor comment on their next report relating to the management of their behaviour;
- Will do some School service or be placed on afternoon detention;
- Will have to repair/replace any damaged items;
- Will be counselled and supported by his/her Advisor;
- May have to satisfactorily complete a Student Monitoring Card;
- May be restricted from some School activities;
- Will have their parents notified by the Advisor.

**Level 2**

**Behaviour**
- Failing to improve behaviour demonstrated on Level 1;
- Repeated or more serious breaches of behaviour as stated for Level 1;
- Placement in Withdrawal room;
- Insolence to staff;
- 3rd instance of smoking;
- truancy; absenteeism from class;
- leaving school grounds without permission;

**Consequence**
- will have an appropriate Advisor comment on their next report relating to the management of their behaviour;
- will do some School service or will be placed on afternoon detention;
- will have to repair/replace damaged items;
- will have to complete a Behaviour Report;
- will be required to satisfactorily complete a Student Monitoring Card;
- may be restricted from some School activities;
- may receive a Saturday morning detention;
- may have to attend School counselling;
Level 3

**Behaviour**
- failure to improve behaviour whilst on Level 2;
- repeated or more serious breaches of inappropriate behaviour as stated for Level 2;
- bullying;
- harassment and or abuse;
- borrowing without permission, stealing;
- possession, use or supply of alcohol;
- vandalism.

**Consequence**
- will have an appropriate Advisor comment on their next report relating to the management of their behaviour;
- Will have to repair/replace any damaged items;
- Will have to complete a Behaviour Report;
- Will be required to satisfactorily complete a Student Monitoring Card;
- Will have to attend a Saturday morning detention;
- Will have to attend School counselling;
- Will be restricted from some School activities;
- Will lose any School Office held at that time, pending a decision on reinstatement;
- May be suspended within, or from, school;
- Will have parents notified in writing by the Deputy Headmaster.

Level 4

**Behaviour**
- Failure to improve behaviour whilst on Level 3;
- Use, possession or supply of illegal substances;
- Violent or unacceptably aggressive behaviour towards staff, students or others;
- Possession of prohibited weapons or use of any item as a weapon;
- Persistent disobedience or insolence

**Consequence**
- Will have an appropriate Advisor comment on their next report relating to the management of their behaviour;
- Will be suspended at home from school;
- Will have to attend School counselling;
- May be expelled;
- Will have parents contacted by the headmaster to discuss alternatives for continuing their education at TAS.

Students returning from Suspension
Students returning from suspension within or from school will be monitored by the Deputy Headmaster or his Assistant.

The student:
- will attend a meeting with the Deputy Headmaster and/or Headmaster;
- will be responsible for completing all set academic requirements missed during suspension;
- may have to attend ongoing counselling;
- may have to sign a contract stating their behaviour will satisfy specific conditions, as directed by the Headmaster.

Criminal Offences
It should be noted that, as all members of the school community are subject to criminal law, the School will normally notify police if behaviour is criminal or if there is evidence of a criminal offence.
**Serious Disciplinary Offences**

The School believes in encouraging high moral standards, Christian codes of conduct and a real concern for individual and property. It believes that discipline is a matter of right relationship not of punishment. Where individuals do offend, the School is not interested in punishment per se, but primarily in repentance and reform. Having said this, however, it cannot condone serious offences and will always act strictly to ensure that its high standards are maintained. In general terms offences become more serious where apart from breaking school rules they also transgress the law, or harm others in the community or bring the School's name into disrepute.

While the individual circumstances of any case will always have a bearing on the outcome (eg. age, background, intention etc) as a general rule the following disciplinary measures can be expected:

**Drugs (a school matter)**
Refer to the School Drugs Policy.

**Alcohol (a school matter)**
Purchase and/or consumption of alcohol will result in a minimum of a five day external suspension.

**Smoking (a house matter initially)**
At least gating and service/detention for a first offence. Blatant or repeated offences become a school matter and, therefore, are likely to lead to suspension or further.

**Theft (a house or school matter)**
Petty theft ('borrowing' without permission) will be treated as a House matter. More serious cases become a school matter and can lead to suspension or expulsion. Charges may also be pressed.

**Immoral or anti-social behaviour (eg. Bullying) (a house or school matter)**
From gating to expulsion depending on circumstances. See School Anti-bullying Policy.

**Vandalism (a house matter initially)**
At least reparation in terms of paying for the damage and repair, but likely to incur further punishment in addition.

**Fire/Safety Offences**
Any tampering with or illegal use of fire/safety equipment will lead immediately to a $100 fine and possible suspension.

**NB**
School matters are dealt with by the Headmaster or Deputy Headmaster; House matters are dealt with by the Housemaster.
Parents will always be informed formally of any of these offences and records will be kept on file.
School and House office or privilege and School Bursaries and Scholarships are automatically at risk in the case of any serious or repeated offence.
This statement is not to be seen as a definitive statement but rather as the School’s current attitude to the matters mentioned.