Sunbury State School

Responsible Behaviour Plan for Students
based on *The Code of School Behaviour*

1. Purpose

Sunbury State School is committed to providing a safe, respectful and disciplined learning environment for students and staff, where students have opportunities to engage in quality learning experiences and acquire values supportive of their lifelong wellbeing.

All members of our school community are expected to uphold the responsibilities defined in the Code of School Behaviour to ensure the best possible outcomes for students, staff and parents.

Sunbury State School’s Responsible Behaviour Plan is designed to facilitate positive support for high standards of achievement and behaviour combined with clear responses and consequences to inappropriate behaviour so that the learning and teaching in our school can be most effective and students can participate positively within our school community.

2. Consultation and data review

Sunbury State School developed this plan in collaboration with our school community – parents, staff and students. Broad consultation was undertaken through meetings held throughout 2015 & 2016. A review of school data sets from 2014 – 2015 relating to attendance, absenteeism, school disciplinary absences and behaviour (both positive and incident records) also informed the development process.

A team of staff and parents leads the development of the *Schoolwide Positive Behaviour Supports (SWPBS)* approach in the school. This lead group meet approximately twice per term and regularly consult with staff and community. Their collective work drives the review of the school plan and the key strategies that arise from it.

This Plan has been endorsed by the Principal and the President of the P&C and will be reviewed as required, and in 2018 as required by legislation.

3. Learning and behaviour statement

All areas of Sunbury State School are teaching and learning environments. We consider behaviour management to be an opportunity for valuable social learning as well as a means of maximising the success of academic education programs.

We are implementing the research validated ‘Schoolwide Positive Behaviour Supports’ framework to achieve our identified social behaviour and academic outcomes - reflected in the core elements of the school’s learning approach to behaviour:

1. Principal leadership of a team approach to behaviour
2. Parent and Community engagement
3. Data informed decision making
4. Clear consistent expectations for behaviour and
5. Explicit teaching of appropriate behaviour to all students
Our Responsible Behaviour Plan outlines our systems for facilitating positive behaviours, preventing new cases of problem behaviours and responding to unacceptable behaviours. Through our school plan, shared expectations for student behaviour (our ‘Behaviour Curriculum’ in the form of a matrix) are plain to everyone, assisting Sunbury State School to create and maintain a positive and productive learning and teaching environment, where ALL school community members have clear and consistent expectations and understandings of their role in the educational process.

Our school community has identified the following four broad school rules to teach and promote our high standards of responsible behaviour:

- Safe
- Responsible
- Respectful
- Effort

Our school rules have been agreed upon and endorsed by all staff and our school P&C. They are aligned with the values, principles and expected standards outlined in Education Queensland’s Code of School Behaviour.

4. Processes for facilitating standards of positive behaviour and responding to unacceptable behaviour

A matrix of behavioural expectations in specific settings has been attached to each of our four school rules. This matrix outlines our Behaviour Curriculum – our agreed to rules and positive behaviour definitions of appropriate behaviours in all school settings.

The SWPBS framework uses a three-tiered continuum of evidenced based supports (Tier 1 ‘Universal’; Tier 2 ‘Targeted’, and Tier 3 ‘Intensive’ levels of support services) to facilitate standards of positive behaviour and to respond to unacceptable behaviour. This whole school approach shapes, supports and recognises appropriate behaviour in all students.
# The Behaviour Curriculum

## SCHOOLWIDE BEHAVIOUR EXPECTATIONS MATRIX

<table>
<thead>
<tr>
<th>Effort</th>
<th>ALL AREAS</th>
<th>CLASSROOM</th>
<th>EATING AREAS/PLAYGROUND</th>
<th>MOVEMENT AROUND THE SCHOOL</th>
<th>TOILETS</th>
<th>BUS LINES/BIKE RACKS</th>
</tr>
</thead>
</table>
| **BE RESPECTFUL** | • Use manners  
   • Speak politely  
   • Co-operate  
   • Follow all staff instructions  
   • Care for school resources  
   • Wear correct uniform | • Respect others’ right to learn  
   • Listen to others  
   • Raise your hand to speak  
   • Talk in turns | • Play fairly  
   • Place rubbish in bins  
   • Speak to all staff on duty if you need help | • Walk quietly and orderly  
   • Knock when entering the room  
   • Use the paths | • Respect privacy of others  
   • Leave the toilets in a clean and tidy state | • Use own bike/scooter only  
   • Walk bike/scooter through the gate |
| **Effort** | • Ask permission to leave the classroom  
   • Be punctual  
   • Leave valuable items at home  
   • Clean up after yourself  
   • Be honest | • Maximise learning time  
   • Take an active role in classroom activities  
   • Complete set tasks  
   • Be prepared | • Participate in school approved games  
   • Be a problem solver  
   • Remain seated during eating time | • Carry personal items carefully  
   • Allow personal space | • Use toilets during breaks  
   • Use toilets promptly | • Have your name marked on the bus roll  
   • Wait in an orderly manner for the bus  
   • Leave school promptly |
| **BE RESPONSIBLE** | • Keep hands, feet and objects to yourself  
   • Use equipment appropriately  
   • Be in the right place at the right time | • Walk in and around school buildings  
   • Use furniture appropriately  
   • Enter and exit room in an orderly manner  
   • Ask permission to leave the area or go to the toilet  
   • Be sun safe | • Play in the appropriate parts of the school  
   • Ask for permission to leave the area or go to the toilet  
   • Play in the school  
   • Be sun safe | • Walk on concrete paths and between buildings  
   • Rails are for hands  
   • Keep walkways clear | • Use personal hygiene  
   • Use bins provided | • Wait inside the gate until the bus stops  
   • Walk bike/scooter in school grounds  
   • Wear appropriate safety gear |
| **BE SAFE** | | | | | | |
Tier 1 (Universal), Tier 2 (Targeted) and Tier 3 (Intensive) behaviour support includes:

- quality learning and teaching practices;
- a balanced, relevant and engaging curriculum;
- supportive and collaboratively developed procedures;
- the implementation of evidence-based programs;
- regular monitoring and review of school procedures and programs;
- professional development for all members of the school community consistent with the school’s evidence-based approach to promoting positive behaviour;
- adoption of practices that are non-violent, non-coercive and non-discriminatory; and
- a continuum of whole school positive preventative action for all students.

**Tier 1 ‘Universal’ Behaviour Support**

The first step in facilitating standards of positive behaviour is communicating those standards to all students. At Sunbury State School we emphasise the importance of directly teaching students the behaviours we want them to demonstrate at school. Communicating behavioural expectations is a form of universal behaviour support - a strategy directed towards all students which is designed to prevent problem behaviour and to provide a framework for responding to unacceptable behaviour.

The expectations are communicated to students using a number of strategies, including:

- Behaviour lessons conducted by classroom teachers;
- Reinforcement of learning through instructional feedback at School Assemblies and during active supervision by staff during classroom and non-classroom activities.

Sunbury State School implements the following proactive and preventative processes and strategies to support student behaviour:

- A dedicated section of the school newsletter, enabling parents to be actively and positively involved in school behaviour expectations.
- SWPBS team members’ regular provision of information to staff and parents, and support to others in sharing successful practices.
- Comprehensive induction programs in Sunbury State School’s Responsible Behaviour Plan for Students delivered to new students as well as new and relief staff.
- Individual support profiles developed for students with high behavioural needs, enabling staff to make the necessary adjustments to support these students consistently across all classroom and non-classroom settings.

**Reinforcing expected school behaviour**

At Sunbury State School communication of our key messages about behaviour is backed up through reinforcing ‘instructional feedback’ for students engaging in expected school behaviour. The system of ‘instructional feedback’ includes both non-verbal and verbal acknowledgements and is supplemented by a formal recognition and monitoring system attached to the environment in which it occurs. This reinforcement system is designed to increase the quantity and quality of
positive interactions between students and staff. All staff members are trained to give consistent and appropriate acknowledgement and reinforcers.

**Free and Frequent**
Sunbury State School – THINK Cards *(Appendix 1)*
Staff distribute THINK Cards each day to students they observe meeting the school behaviour expectations in both classroom and non-classroom areas. This reinforcement occurs continuously throughout the day. When staff ‘catch’ a student meeting expectations they can choose to give the student a THINK Card. Students take these THINK Cards to the school office and place them into the THINK Card box. Six THINK Cards are drawn from this box each week on school assembly and these students are acknowledged and receive a reward.

**Medium term**
Sunbury State School acknowledge positive student achievements on a weekly basis at school assemblies, to which parents are invited. In addition to THINK Card collections, students are awarded ‘Student of the Week’ certificates and their photographs are taken during the ceremony and displayed in the office foyer throughout the term. These certificates acknowledge both academic and positive students behaviours. Each fortnight a new positive behaviour is explicitly taught and rewarded across the school.

**Long and strong**
A longer term schoolwide behaviour procedure is also in place for staff to follow to acknowledge positive student behaviour. Students who consistently follow the school’s rules of being safe, responsible, respectful and applying effort, are invited to attend a ‘Positive Behaviour Rewards Afternoon’ which is held towards the end of each term. ‘Positive Behaviour Rewards Afternoons’ acknowledges those students who consistently exhibit appropriate behaviour and reinforces the behaviour expectations of Sunbury State School.

**Responding to unacceptable behaviour**

**Tier 1 ‘Universal’ behaviour support:**

**Re-directing low-level (minor) and infrequent problem behaviour**

Staff at Sunbury State School apply a preventative approach to re-direction and make appropriate use of least to most intrusive redirection strategies based on the Essential Skills for Classroom Management. ‘Precordention’ and ‘prompts’ are examples of preventative strategies. ‘Least intrusive’ strategies may include selective attending, proximity and non-verbal cueing. When a student exhibits low-level (minor) and infrequent problem behaviour, the initial verbal response of school staff members is to remind the student of expected school behaviour, then ask them to change their behaviour so that it aligns with our school’s expectations. ‘Most intrusive’ strategies include redirections, giving choices and following through, and removal to Time-out / reflection room for repeated low-level problem behaviours.

Our preferred way of re-directing low-level problem behaviour is to ask students to think of how they might be able to act more Safely, Respectfully, and more Responsibly. This encourages students to reflect on their own behaviour, evaluate it against expected school behaviour, and plan how their behaviour could be modified so as to align with the expectations of our school community.

Major problem behaviours are referred to the Principal.
Tier 2 'Targeted' behaviour support:

Each year a number of students at Sunbury State School are identified by staff and through our reviews of data as needing extra in the way of targeted behaviour support due to them not fully responding to the Tier 1 behaviour support processes and strategies outlined previously. In most cases the problem behaviours of these students may not be immediately regarded as severe, but the frequency of their behaviours may put these students’ learning and social success at risk if not addressed in a timely manner.

Features of these Tier 2 supports include:

- use of behaviour data to accurately identify students requiring Tier 2 supports
- a school based referral process for teachers seeking assistance to support the identified students
- a team approach to supporting students on targeted programs
- use of data decision rules for evaluation and exits from targeted support programs
- making adjustments for individual needs
- using research-validated program options for targeted support interventions such as:
  - adult mentoring
  - check in / check out
  - targeted / small group social skilling
  - ‘newcomer’ programs for new students.

All staff members are provided with continuous professional development consisting of an overview of the program, the referral and response process, and the reporting responsibilities of staff and of the students being supported.

Tier 3 ‘Intensive’ behaviour support:

Sunbury State School is committed to educating all students, including those with the highest behavioural support needs. We recognise that students with highly complex and challenging behaviours need comprehensive systems of support. The Intensive Behaviour Support Team:

- works with other staff members to develop appropriate behaviour support strategies;
- monitors the impact of support for individual students through ongoing data collection;
- makes adjustments as required for the student;
- works with the School Behaviour Leadership Team to achieve continuity and consistency;
- facilitates a Functional Behaviour Assessment for appropriate students to guide an individualised intervention plan;
- identifies flexible / alternative learning options;
- organises referrals to regional behaviour support resources.
In addition to students being identified through current school behaviour data, the Intensive Behaviour Support Team has a simple and quick referral system in place. Following referral, a team member contacts parents and any relevant staff members to form a support team and begin the assessment and support process. In many cases the support team also includes individuals from other agencies already working with the student and their family, a representative from the school’s administration and regional behavioural support staff.

**Physical Restraints: (Individual Plan)**

Where an individual plan includes the use of physical restraints to prevent self-harming behaviours, plans will:

- be approved by the principal with a copy provided to the principal’s supervisor
- include strategies to reduce the frequency and severity of inappropriate behaviours and increase socially appropriate and positive behaviours
- not use physical restraint processes in isolation
- develop procedures with support personnel, parents and relevant staff including medical practitioners and the like where applicable
- identify strategies to reduce and eliminate the need for physical restraint. Prevention strategies could include:
  - restoring safety in other practicable ways such as removing harmful objects;
  - employing responses such as increased monitoring and support within classrooms and /or referral to appropriately trained staff; and
  - use of movement limiting and / or protective devices at times of high risk.

Where an individual plan includes the use of physical restraints to prevent self-harming behaviours, staff will:

- be provided with physical restraint training and professional development that is documented
- complete the required documentation following a physical restraint
- employ responses to support all staff and students involved in, including witnesses to, an incident of self-harm
- establish a regular review process to monitor effectiveness of planned strategies and procedures.

5. Emergency or critical incident responses

It is important that all staff have a consistent understanding of how to respond to emergency situations or critical incidents involving severe problem behaviour. This consistency ensures that appropriate actions are taken to ensure that both students and staff are kept safe.

An **emergency situation or critical incident** is defined as an occurrence that is sudden, urgent, and usually unexpected, or an occasion requiring immediate action.

**Severe problem behaviour** is defined as behaviour of such intensity, frequency, or duration that the physical safety of the student or others is likely to be placed in serious jeopardy.
Basic defusing strategies

1. Avoid escalating the problem behaviour: Avoid shouting, cornering the student, moving into the student’s space, touching or grabbing the student, sudden responses, sarcasm, becoming defensive, communicating anger and frustration through body language.

2. Maintain calmness, respect and detachment: Model the behaviour you want students to adopt, stay calm and controlled, use a serious measured tone, choose your language carefully, avoid humiliating the student, be matter of fact and avoid responding emotionally.

3. Approach the student in a non-threatening manner: Move slowly and deliberately toward the problem situation, speak privately to the student/s where possible, speak calmly and respectfully, minimise body language, keep a reasonable distance, establish eye level position, be brief, stay with the agenda, acknowledge cooperation, withdraw if the situation escalates.

4. Follow through: If the student starts displaying the appropriate behaviour briefly acknowledge their choice and re-direct other students’ attention towards their usual work/activity. If the student continues with the problem behaviour then remind them of the expected school behaviour and identify consequences of continued unacceptable behaviour.

5. Debrief: Help the student to identify the sequence of events that led to the unacceptable behaviour, pinpoint decision moments during the sequence of events, evaluate decisions made, and identify acceptable decision options for future situations.

Physical Intervention and Restraints – Immediate or Emergency Response

Staff may make legitimate use of physical intervention if all non-physical interventions have been exhausted and a student is:

- physically assaulting another student or staff member; or
- posing an immediate danger to him/herself or to others.

Appropriate physical intervention may be used to ensure that Sunbury State School’s duty of care to protect students and staff from foreseeable risks of injury is met. The use of physical intervention is only considered appropriate where the immediate safety of others is threatened and the strategy is used to prevent injury.

Staff will:

- give clear verbal instruction before physical intervention is used, unless the urgent nature of the situation makes this impractical
- call for assistance from another member of the school staff and make arrangements to ensure that other students in the vicinity are safe and properly supervised
- notify the principal (if not directly involved) and the student’s parent of the incident detailing:
  - the behaviour that preceded the use of physical restraint
  - the type and duration of restraint used
  - staff members and other witnesses present during the period of the restraint
  - student’s physical condition before and after the period of physical restraint
  - planned future action to prevent further incidents of the behaviour
Physical intervention can involve coming between students, blocking a student’s path, leading a student by the hand/arm, shepherding a student by placing a hand in the centre of the upper back, removing potentially dangerous objects and, in extreme situations, using more forceful restraint.

It is important that all staff understand:

- physical intervention cannot be used as a form of punishment;
- physical intervention must not be used when a less severe response can effectively resolve the situation and the underlying function of the behaviour.

Physical intervention is not to be used as a response to:

- school disruption;
- refusal to comply;
- verbal threats;
- property destruction, unless severe; and
- leaving a classroom or the school, unless student safety is clearly threatened.

Any physical intervention made must:

- be reasonable in the particular circumstances;
- be in proportion to the circumstances of the incident;
- always be the minimum force needed to achieve the desired result; and
- take into account the age, stature, disability, understanding and gender of the student.

Debriefing

Following each instance involving the use of physical intervention:

- debriefing to be provided for the student and any other students after a suitable interval of time has elapsed
- a debriefing meeting with the relevant staff members to be held
- an individual plan to be developed if physical restraint is deemed necessary as an ongoing strategy

Record Keeping

Each instance involving the use of physical intervention must be formally documented. The processes can be found at [http://ppr.det.qld.gov.au/corp/hr/workplace/Pages/Health-and-Safety-Incident-Recording,-Notification-and-Management.aspx](http://ppr.det.qld.gov.au/corp/hr/workplace/Pages/Health-and-Safety-Incident-Recording,-Notification-and-Management.aspx) online. Following each instance involving the use of physical intervention, the following records are to be maintained:

- Physical Intervention Incident Report (Appendix 2)
- Debriefing Report (Appendix 3)
6. Consequences for unacceptable behaviour

Sunbury State School makes systematic efforts to prevent problem student behaviour by teaching and reinforcing expected behaviours on an ongoing basis. When unacceptable behaviour occurs, students experience predictable consequences. Our school seeks to ensure that responses to unacceptable behaviour are consistent and proportionate to the nature of the behaviour. Minor behaviours are monitored through the use of individual classroom Behaviour Plan systems and OneSchool behaviour incident records. The use of hardcopy office referral forms (Appendix 4) and/or OneSchool behaviour incident entries, are used to record all multiple minor and major problem behaviours.

Specific policies have been developed to address:

- The Use of Personal Technology Devices at School (Appendix 5);
- Procedures for Preventing and Responding to Incidents of Bullying (Appendix 6);
- Appropriate Use of Social Media (Appendix 7);
- Work together to keep knives out of school (Appendix 8)

Minor and major behaviours

When responding to problem behaviour, the staff member first determines if the problem behaviour is major or minor, with the following agreed understanding:

- **Minor** problem behaviour is handled by staff members at the time it happens.
- **Major** problem behaviour is referred directly to the school Administration team.

Minor behaviours are those that:

- are minor breeches of the school rules;
- do not seriously harm others or cause you to suspect that the student may be harmed;
- do not violate the rights of others in any other serious way;
- are not part of a pattern of problem behaviours; and
- do not require involvement of specialist support staff or Administration.

Minor problem behaviours may result in the following consequences:

- Staff will use Essential Skills for Classroom Management to correct students exhibiting minor behaviours (least to most intrusive)
- a re-direction procedure. The staff member takes the student aside and:
  1. names the behaviour that the student is displaying;
  2. asks the student to name expected school behaviour;
  3. states and explains expected school behaviour if necessary; and
  4. gives positive verbal acknowledgement for expected school behaviour.
• a minor consequence that is logically connected to the problem behaviour, such as complete removal from an activity or event for a specified period of time, partial removal, individual meeting with the student, apology, Time-out, restitution or detention for work completion.

**Major** behaviours – Multiple Incidents of Minor Behaviour are those that:

• follow the recording of several minor behaviours.

**Major** behaviours – Single Incident - are those that:

• significantly violate the rights of others;

• put others / self at risk of harm; and

• require the involvement of school Administration.

**Major** behaviours – Levels One and Two

When major problem behaviours (either level 1 or 2) occur, staff members calmly state the major problem behaviour to the student, issue them with a *Time-out (Appendix 9)* and remind them of the expected school behaviour. The student is then directed to spend time either in the school office *Time-out* area or a class teacher’s classroom during first or second break to allow the opportunity for the student to review appropriate school and class expectations. The *Time-out* teacher supports the student to complete a *Time-out* reflection sheet. This reflection sheet is sent home with the student for the parent to sign and discuss with their child. The signed reflection sheet is returned to the school office the following school day. Should the reflection sheet not be returned and signed, then the student misses first break play for one day, and the parent is contacted to discuss the student’s behaviour and *Time-out* event. A ‘Re-entry’ process is completed by staff using ‘Restorative questioning’ strategies. This process assists with the reinforcement of expectations and fosters positive relationships between staff and students.

*Time-out* may involve removal to a buddy class, removal from the playground, *Time-out* process during break times for major behaviours or cumulative recordings of minor behaviour.

*Time-out* procedures may be used:

- as one of a range of options for students to manage their own behaviour
- in order to assist a student in the calming down process
- as a strategy to reduce the frequency of a particular behaviour

All staff, students and parents are made aware of the appropriate use of, and procedures for, *Time-out*. These include:

- giving the student opportunity to rejoin class at regular intervals, of no more than 10 minutes, and if timeout is becoming a frequently used response, it is essential a more comprehensive strategy is developed

- provide the student with opportunities to complete assessments to fulfil educational requirements

- ensure when using *Time-out* as a management technique that it is consistent with:
  - developmental stage of the student
  - any special needs that the student may have
ensuring the student is safe and under supervision at all times
ensuring emergency procedures are in place for students ‘out of class’
the regular review of Time-out procedures, frequency of use with particular students, and effectiveness measured using data

Major behaviours – Levels Two and Three

Major behaviours may result in an immediate referral to Administration because of their seriousness. The staff member completes the OneSchool behaviour incident entry and if needed escorts the student to Administration or calls for assistance.

Major problem behaviours may result in the following consequences:

- **Level One**: Time in office, removal to buddy class, alternate lunchtime activities, loss of privilege, restitution, loss of break times, warning regarding future consequence for repeated offence, and/or referral to Tier 2 ‘Targeted’ behaviour supports including Time-out.

  AND/OR

- **Level Two**: Parent contact, referral to Regional Behaviour Support personnel / Guidance Officer, referral to Intensive Behaviour Support Team, suspension from school.
  Actions that may result in immediate suspension (1-10 days) include:
  - Gross wilful damage
  - Dangerous behaviour which may lead to injury
  - Aggravated assault of another student, staff member or other adult
  - Verbal harassment or threats to another student or staff members inciting others to behave in a negative, disobedient or riotous manner
  - Continual refusal to operate under the Responsible Behaviour Plan
  - Unacceptable moral behaviour involving self (exposure/abuse) involving other persons e.g. exhibiting pornography, debasing or degrading material
  - Other behaviour which in the opinion of the Principal prejudicial to the good order and management of the school.

  AND/OR

- **Level Three**: Students who engage in very serious problem behaviours such as major violent physical assault, or the use or supply of weapons or drugs can expect to be recommended for exclusion from school following an immediate period of suspension.

Detentions may be used to prevent the escalation of inappropriate behaviour or as a last resort alternative to suspension or exclusion.

Student Disciplinary Absences are only used after consideration has been given to all other responses, and the unique circumstances of the situation have been considered.

Examples of minor, major, and extreme behaviours and their consequences are as follows:
<table>
<thead>
<tr>
<th>Student Actions</th>
<th>Consequences / Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>From least intrusive to most intrusive</td>
<td></td>
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<tr>
<td>Minor</td>
<td></td>
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<tr>
<td>• Teasing</td>
<td>• See Classroom Behaviour Management Plan</td>
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<tr>
<td>• Calling out in order to disrupt the learning time of others</td>
<td>• ESCM (essential skills classroom management)</td>
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<td>• Not completing set tasks in class / work avoidance</td>
<td>• Rule Reminder</td>
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<tr>
<td>• Disrespect of other peoples’ rights and property</td>
<td>• In-class time out for reflection</td>
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<tr>
<td>• Minor property damage</td>
<td>• Withdrawal from play</td>
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<tr>
<td>• Answering back</td>
<td>• Removal to buddy class</td>
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<tr>
<td>• Ignoring direct instructions</td>
<td>• Referral to time-out room</td>
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<tr>
<td>• Failure to follow instructions</td>
<td>• Referral to Office for Interview</td>
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<tr>
<td>• Being disrespectful towards a staff member</td>
<td>• Meeting with parents</td>
</tr>
<tr>
<td>• Offensive swearing or inappropriate use of language</td>
<td>• Monitoring of behaviours goals</td>
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<tr>
<td>• Indirect physical aggression</td>
<td>• Individual Behaviour Plan if behaviours persist</td>
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<td>• Having electrical devices at school</td>
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<td>• Littering</td>
<td></td>
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<td>• Leaving the classroom without permission</td>
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<tr>
<td>• In an Out-of-Bounds area</td>
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<td>• Inappropriate uniform (including jewellery, make-up)</td>
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<tr>
<td>• Not displaying school values</td>
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<tr>
<td>• Disruption</td>
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<tr>
<td>• Late to class</td>
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<tr>
<td>Major</td>
<td>Extreme</td>
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<tr>
<td>• Continually being disrespectful to a staff member <em>(This will be supported by Onschool Data)</em>.</td>
<td>• Behaviours which put the immediate safety of one or more people of the school community at risk.</td>
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<tr>
<td>• Offensive swearing or inappropriate use of language direct at another person</td>
<td>• May include:</td>
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<tr>
<td>• Engages in bullying/harassment (including cyber bullying at school)</td>
<td>• Threatening to use an object as a weapon</td>
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<td>• Behaviours that jeopardise the safety of others.</td>
<td>• Using or threatening with a weapon</td>
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<tr>
<td>• Inappropriate touching of others</td>
<td>• Deliberately causing serious injury to staff members or other students</td>
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<tr>
<td>• Leaving school grounds without permission</td>
<td>• Causing or threatening self-harm</td>
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<tr>
<td>• Continual frequent disruption of the school rules, values and programs. <em>(This will be supported by Onschool Data)</em>.</td>
<td>• Inappropriate sexual behaviour</td>
</tr>
<tr>
<td>• Use of mobile phone or other electronic devices at school</td>
<td>• Any behaviour that is considered to be illegal.</td>
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<tr>
<td>• Vandalism</td>
<td>• Keep class safe, remove to another area</td>
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<tr>
<td>• Intimidation</td>
<td>• Isolate person who is exhibiting extreme behaviours</td>
</tr>
<tr>
<td>• Fighting</td>
<td>• Contact Principal or delegate to request immediate assistance Principal (or delegate) to respond immediately using non-violent intervention</td>
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<tr>
<td>• Stealing</td>
<td>• Support partial lockdown &gt; removal of class and/or isolation of student</td>
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<tr>
<td>• Aggressive Behaviours</td>
<td>• Contact parents</td>
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<tr>
<td>• Consistently ignoring school rules <em>(This will be supported by Onschool Data)</em>.</td>
<td>• Initiate whole school lockdown procedures</td>
</tr>
<tr>
<td>• Deliberately destroying school property</td>
<td>• Contact police and adopt-a-cop if required</td>
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<tr>
<td>• Deliberately causing injury to staff members or other students.</td>
<td>• Not following Individual Behaviour Plan</td>
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<td>• Referral to Office for Interview</td>
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<td>• Referral to time-out room</td>
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<td>• Contact with Parents</td>
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<td>• Internal Suspension</td>
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<td>• External Suspensions</td>
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<td>• Contact with appropriate support agencies</td>
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<td></td>
<td>• Re-entry meeting requested</td>
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<td></td>
<td>• Individual Behaviour Management Plan in-line with classroom management plan</td>
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<td></td>
<td>• Guidance Officer informed</td>
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</tbody>
</table>

**Relate problem behaviours to expected school behaviours**

When responding to problem behaviours, staff members ensure that students understand the relationship of the problem behaviour to expected school behaviour. One method that staff members use to achieve this is to have students:

- articulate the relevant expected school behaviour;
- explain how their behaviour differs from expected school behaviour;
- describe the likely consequences if the problem behaviour continues; and
identify what they will do to change their behaviour in line with expected school behaviour.

Should a problem behaviour be repeated, the staff member may not repeat the discussion/explanation process but simply remind the student of the consequences of their problem behaviour.

**Ensuring consistent responses to problem behaviour**

At Sunbury State School, staff members authorised to issue consequences for problem behaviour are provided with appropriate professional development and/or training. Through training activities, we work to ensure consistent responses to problem behaviour across the school.

Students also receive training in how to respond appropriately when other students display problem behaviour, and the courteous way to respond when a staff member re-directs their behaviour or consequences are applied for problem behaviour.

### 7. Network of student support

Students at Sunbury State School are supported through positive reinforcement and a system of universal, targeted, and intensive behaviour support by:

- Parents
- Teachers
- Support Staff
- Head of Department
- Administration Staff
- Guidance Officer
- Advisory Visiting Teachers
- Engaging Early Learners - Positive Learning Centre Staff
- Senior Guidance Officer
- School Chaplain/Student welfare worker
- School Based Police Officer
- School Based Youth Health Nurse

External support is also available through the following government and community agencies:

- Disability Services Queensland
- Child and Youth Mental Health
- Queensland Health
- Department of Communities (Child Safety Services)
- Police
- Local Council
- Neighbourhood Centre.

### 8. Consideration of individual circumstances

To ensure alignment with the Code of School Behaviour when applying consequences, the individual circumstances and actions of the student and the needs and rights of school community members are considered at all times.

Sunbury State School considers the individual circumstances of students when applying support and consequences by:

- promoting an environment which is responsive to the diverse needs of its students
- establishing procedures for applying fair, equitable and non violent consequences for infringement of the code ranging from the least intrusive sanctions to the most stringent
- recognising and taking into account students’ age, gender, disability, cultural background, socioeconomic situation and their emotional state
- recognising the rights of all students to:
  - express opinions in an appropriate manner and at the appropriate time
work and learn in a safe environment regardless of their age, gender, disability, cultural background or socio-economic situation, and
receive adjustments appropriate to their learning and/or impairment needs.

9. Related legislation

- Commonwealth Disability Discrimination Act 1992
- Commonwealth Disability Standards for Education 2005
- Education (General Provisions) Act 2006
- Education (General Provisions) Regulation 2006
- Criminal Code Act 1899
- Anti-Discrimination Act 1991
- Commission for Children and Young People and Child Guardian Act 2000
- Judicial Review Act 1991
- Workplace Health and Safety Act 2011
- Workplace Health and Safety Regulation 2011
- Right to Information Act 2009
- Information Privacy (IP) Act 2009

10. Related policies and procedures

- Statement of expectations for a disciplined school environment policy
- Safe, Supportive and Disciplined School Environment
- Inclusive Education
- Enrolment in State Primary, Secondary and Special Schools
- Student Dress Code
- Student Protection
- Hostile People on School Premises, Wilful Disturbance and Trespass
- Police and Child Safety Officer Interviews with Students, and Police Searches at State Educational Institutions
- Acceptable Use of the Department's Information, Communication and Technology (ICT) Network and Systems
- Managing Electronic Identities and Identity Management
- Appropriate Use of Mobile Telephones and other Electronic Equipment by Students
- Temporary Removal of Student Property by School Staff

11. Some related resources

- Bullying. No Way!
- Schoolwide Positive Behaviour Support
- Code of Conduct for School Students Travelling on Buses

Endorsement

Principal
Karen Dyball

P&C President
Kirsty Clibborn

Effective Date: 1 January 2016 – 31 December 2018
## Appendix 1

**THINK Card Template**

![THINK Card](image)

## Appendix 2

**Physical Intervention Incident Report**

<table>
<thead>
<tr>
<th>Initial Report Compiled by</th>
<th>Date and Time Report Completed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Signed</td>
<td></td>
</tr>
</tbody>
</table>

### Details of Student

<table>
<thead>
<tr>
<th>Name</th>
<th>Class</th>
<th>Teacher</th>
</tr>
</thead>
</table>

### Details of Staff involved in Incident

<table>
<thead>
<tr>
<th>Name</th>
<th>Role</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name</td>
<td>Role</td>
</tr>
<tr>
<td>Name</td>
<td>Role</td>
</tr>
<tr>
<td>Name</td>
<td>Role</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Reason for restraint</th>
</tr>
</thead>
<tbody>
<tr>
<td>To cease the physical assault of another student or staff member</td>
</tr>
<tr>
<td>To avert an immediate danger to him/herself or to others</td>
</tr>
<tr>
<td>To avoid serious property damage</td>
</tr>
<tr>
<td>Other</td>
</tr>
</tbody>
</table>

### Details of Incident

<table>
<thead>
<tr>
<th>Initial Staff involved</th>
<th>Time</th>
<th>Initial Location</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Restraint Location</th>
</tr>
</thead>
</table>

### De-Escalation Strategies Used Prior to Restraint

<table>
<thead>
<tr>
<th>Strategy</th>
<th>Used</th>
</tr>
</thead>
<tbody>
<tr>
<td>Distraction</td>
<td></td>
</tr>
<tr>
<td>Change of face, place, activity</td>
<td></td>
</tr>
<tr>
<td>Offer choices</td>
<td></td>
</tr>
<tr>
<td>Cool down time, place</td>
<td></td>
</tr>
<tr>
<td>Offer to talk</td>
<td></td>
</tr>
<tr>
<td>Reassurance</td>
<td></td>
</tr>
</tbody>
</table>

### Physical Condition of Student Before Restraint

<table>
<thead>
<tr>
<th>Physical Condition</th>
<th>Before Restraint</th>
</tr>
</thead>
</table>

### Physical Condition of Student After Restraint

### Details of Any Injury

<table>
<thead>
<tr>
<th>Injury to Student</th>
<th>Yes</th>
<th>No</th>
<th>Incident Report Completed</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Details of Injury</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Injury to Staff Name</th>
<th>Yes</th>
<th>No</th>
<th>Incident Report completed</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Details of Injury</th>
</tr>
</thead>
</table>
### Details of Damage

<table>
<thead>
<tr>
<th>Details of Damage</th>
<th></th>
</tr>
</thead>
</table>

### Details of Trauma

<table>
<thead>
<tr>
<th>Details of Trauma</th>
<th></th>
</tr>
</thead>
</table>

### Notifying Procedures

<table>
<thead>
<tr>
<th>Incident Reported to</th>
<th></th>
</tr>
</thead>
</table>

Parent / Carer Contacted

<table>
<thead>
<tr>
<th>Name</th>
<th>Time and Date</th>
</tr>
</thead>
</table>

Student/s: Post Incident Discussion / Debrief

<table>
<thead>
<tr>
<th>Location</th>
<th>Time and Date</th>
</tr>
</thead>
</table>

Present

Details

### Staff: Post Incident Discussion / Debrief

<table>
<thead>
<tr>
<th>Location</th>
<th>Time and Date</th>
</tr>
</thead>
</table>

Present

Details

### Other Forms Completed

- One School
- Individual Support Plan - Behaviour
- Individual Plan including Physical Restraint
- Other:

### Follow Up Report – to be completed by Form Recipient

1. **Follow up Call**

   Made by: | Made to: |

2. **Post Investigation**

   ☐ Necessary ☐ Not

   Completed by: | Recorded in: |

3. **Damage Repair**

   ☐ Necessary ☐ Not

   Organised by: |

4. **Entered on MYHR / WHS**

   ☐ Necessary ☐ Not

   Completed by: |

5. **Entered on OneSchool**

   ☐ Necessary ☐ Not

   Completed by: |

   ☐ As Contact

   Completed by: | On Student Profile of |

   ☐ As single student incident

   Completed by: | On Student Profile of |

   ☐ As multiple student incident

   Completed by: | On Student Profile of |

6. **Other Forms completed**

   ☐ Debrief Report

   ☐ Physical restraint / Intervention record

   ☐ Individual Plan including Physical Restraint

Signed: |
Appendix 3

Debriefing Report

Formal debriefing
Formal debriefing should be led by a staff member trained in the process who has not been involved in the event. The goals of debriefing are to:
• reverse or minimise the negative effects of physical intervention;
• prevent the future use of physical intervention; and/or
• address organisational problems and make appropriate changes.

For students who have language or communication difficulties the debriefing process will need to be modified to accommodate their specific receptive and expressive needs.

Debriefing should provide information on:
• who was involved;
• what happened;
• where it happened;
• why it happened; and
• what we learned.

The specific questions we want to answer through the debriefing process are:
• **FACTS**: what do we know happened?
• **FEELINGS**: how do you feel about the event that happened?
• **PLANNING**: what can/should we do next?

Questions for staff
• What were the first signs?
• What de-escalation techniques were used?
• What worked and what did not?
• What would you do differently next time?
• How can physical intervention be avoided in this situation in the future?
• What emotional impact does using physical intervention have on you?
• What was your emotional state at the time of the escalation?

Questions for student
• What was it that you needed?
• What upset you most?
• What did we do that was helpful?
• What did we do that got it that way?
• What can we do better next time?
• Would you do something differently next time?
• What could we have done to make the physical intervention less invasive?

Notes on the discussion that occurs during the debriefing report are not required to be documented, however a note should be made that the debriefing has occurred for both staff and students involved (e.g. names, date, time and outcomes).
Appendix 4

Minor and Major Office Referral Forms

Minor Behaviour Referral Form

<table>
<thead>
<tr>
<th>Location</th>
<th>Problem Behaviour</th>
<th>Staff Intervention</th>
</tr>
</thead>
<tbody>
<tr>
<td>Classroom</td>
<td>o Teasing</td>
<td>o Rule Reminder</td>
</tr>
<tr>
<td>Outside of Classroom</td>
<td>o Calling out in order to disrupt the learning time of others</td>
<td>o Withdrawal from play</td>
</tr>
<tr>
<td>Technology Lab</td>
<td>o Not completing set tasks in class / work avoidance</td>
<td>o Removal from Learning</td>
</tr>
<tr>
<td>Library</td>
<td></td>
<td>o Environment</td>
</tr>
<tr>
<td>Bike Rack</td>
<td>o Disrespect of other peoples’ rights and property</td>
<td>o Removal to buddy class</td>
</tr>
<tr>
<td>Oval</td>
<td></td>
<td>o In-class time-out</td>
</tr>
<tr>
<td>Playground</td>
<td>o Minor property damage</td>
<td>o Referral to time-out room</td>
</tr>
<tr>
<td>Prep Playground</td>
<td>o Answering back</td>
<td>o Referral to Admin</td>
</tr>
<tr>
<td>Undercover Area</td>
<td>o Ignoring direct instructions</td>
<td>o Parent Contact</td>
</tr>
<tr>
<td>Toilets</td>
<td>o Failure to follow instructions</td>
<td></td>
</tr>
<tr>
<td>Office</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Out of Bounds</td>
<td>o Being disrespectful towards a staff member</td>
<td></td>
</tr>
<tr>
<td>Hall</td>
<td>o Offensive swearing or inappropriate use of language</td>
<td></td>
</tr>
<tr>
<td>Tuckshop</td>
<td>o Indirect physical aggression</td>
<td></td>
</tr>
<tr>
<td>Excursion / Camp</td>
<td>o Having electrical devices at school</td>
<td></td>
</tr>
<tr>
<td>Outside school grounds</td>
<td>o Littering</td>
<td></td>
</tr>
<tr>
<td>Bus Line Area</td>
<td></td>
<td></td>
</tr>
<tr>
<td>School Bus</td>
<td>o Leaving the classroom without permission</td>
<td></td>
</tr>
<tr>
<td>Various Locations</td>
<td>o In an Out-of-Bounds area</td>
<td></td>
</tr>
<tr>
<td></td>
<td>o Inappropriate uniform (including jewellery, make-up)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>o Not displaying school values</td>
<td></td>
</tr>
<tr>
<td></td>
<td>o Disruption</td>
<td></td>
</tr>
<tr>
<td></td>
<td>o Late to class</td>
<td></td>
</tr>
</tbody>
</table>

Provide a brief, behaviourally specific, description of the incident:
________________________________________________________________________________
________________________________________________________________________________
________________________________________________________________________________

The referring staff member must:
1. Complete a OneSchool minor incident report by the end of the day
2. Refer the classroom teacher when entering the incident
3. Send this completed form to the classroom teacher for their records
4. Complete any follow-up consequences

OneSchool Record Complete
Staff member: _______________________
Date entered: / /
## Major Behaviour Referral Form

<table>
<thead>
<tr>
<th>Respect</th>
<th>Responsibly</th>
<th>Effort</th>
<th>Safety</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student</td>
<td>Referring Staff</td>
<td>Time of Incident</td>
<td>Date of Incident</td>
</tr>
</tbody>
</table>

### Location

- Classroom
- Outside of Classroom
- Technology Lab
- Library
- Bike Rack
- Oval
- Playground
- Prep Playground
- Undercover Area
- Toilets
- Office
- Out of Bounds
- Hall
- Tuckshop
- Excursion / Camp
- Outside school grounds
- Bus Line Area
- School Bus
- Various Locations

### Problem Behaviour

- Continually being disrespectful to a staff member
- Offensive swearing or inappropriate use of language direct at another person
- Engages in bullying/harassment, including cyber bullying at school
- Behaviours that jeopardise the safety of others.
- Inappropriate touching of others
- Leaving school grounds without permission
- Continual frequent disruption of the school rules, values and programs.
- Use of mobile phone or other electronic devices at school
- Vandalism
- Intimidation
- Fighting
- Stealing
- Aggressive Behaviours
- Consistently ignoring school rules
- Deliberately destroying school property
- Deliberately causing injury to staff members or other students.
- Not following Individual Behaviour Plan

### Staff Intervention

- Referral to Office for Interview
- Referral to time-out room
- Contact with Parents
- Internal Suspension
- External Suspensions
- Contact with appropriate support agencies
- Re-entry meeting requested
- Individual Behaviour Management Plan in-line with classroom management plan
- Guidance Officer informed

---

Provide a brief, behaviourally specific, description of the incident:

________________________________________________________________________________
________________________________________________________________________________
________________________________________________________________________________

For escalation and extreme behaviours please follow critical incident plan.

- Keep class safe, remove to another area
- Isolate person who is exhibiting extreme behaviours
- Contact Principal or delegate to request immediate assistance, Principal or delegate to respond immediately using non-violent intervention

The referring staff member must:

1. Send this completed form to the principal for their records upon completion
2. Complete a OneSchool major incident report as soon as possible
3. Refer the classroom teacher, principal and any supporting staff when entering the incident
4. Complete any follow-up consequences
The use of personal technology devices* at school

This policy reflects the importance the school places on students displaying courtesy, consideration and respect for others whenever they are using personal technology devices.

Certain personal technology devices banned from school
Students must not bring valuable personal technology devices like cameras, digital video cameras or MP3 players to school as there is a risk of damage or theft. Such devices will be confiscated by school staff and may be collected at the end of the day from the school office. Breaches of this prohibition may result in discipline.

Confiscation
Permitted personal technology devices used contrary to this policy on school premises will be confiscated by school staff. They will be made available for collection from the school office at the end of the school day unless required to be kept for purposes of disciplinary investigation, when it will only be returned in the presence of a parent.

Devices potentially containing evidence of criminal offences may be reported to the police. In such cases police may take possession of such devices for investigation purposes and students and parents will be advised to contact Queensland Police Service (QPS) directly.

Students who have a personal technology device confiscated more than once will not be permitted to have a personal technology device at school for at least one month, or longer if deemed necessary by the Principal.

Personal technology device etiquette
Bringing personal technology devices to school is not encouraged by the school because of the potential for theft and general distraction and/or disruption associated with them. However, if they are brought to school, they must be stored in the school office each day and collected after school.

Recording voice and images
Every member of the school community should feel confident about participating fully and frankly in all aspects of school life without concern that their personal privacy is being invaded by them being recorded without their knowledge or consent.

We uphold the value of trust and the right to privacy at Sunbury State School. Students using personal technology devices to record inappropriate behaviours or incidents (such as vandalism, fighting, bullying, staged fighting or pranks etc) for the purpose of dissemination among the student body or outside the school, by any means (including distribution by phone or internet posting) builds a culture of distrust and disharmony.

Students must not record images anywhere that recording would not reasonably be considered appropriate (e.g. in change rooms, toilets or any other place where a reasonable person would expect to be afforded privacy). Recording of events in class is not permitted unless express consent is provided by the class teacher.

A student at school who uses a personal technology device to record private conversations, ordinary school activities (apart from social functions like graduation ceremonies) or violent, illegal or embarrassing matter capable of bringing the school into public disrepute is considered to be in breach of this policy.

Even where consent is obtained for such recording, the school will not tolerate images or sound captured by personal technology devices on the school premises or elsewhere being disseminated to others, if it is done for the purpose of causing embarrassment to individuals or the school, for the purpose of bullying or harassment, including racial and sexual harassment, or where without such intent a reasonable person would conclude that such outcomes may have or will occur.
Students may be subject to discipline (including suspension and recommendation for exclusion) if they breach the policy by being involved in recording and/or disseminating material (through text messaging, display, internet uploading or other means) or are knowingly the subject of such a recording.

Students should note that the recording or dissemination of images that are considered indecent (such as nudity or sexual acts involving children) are against the law and if detected by the school will result in a referral to QPS.

**Text communication**
The sending of text messages that contain obscene language and/or threats of violence may amount to bullying and or harassment or even stalking, and will subject the sender to discipline and possible referral to QPS. Students receiving such text messages at school should ensure they keep the message as evidence and bring the matter to the attention of the school office.

**Assumption of cheating**
Personal technology devices may not be taken into or used by students at exams or during class assessment unless expressly permitted by staff. Staff will assume students in possession of such devices during exams or assessments are cheating. Disciplinary action will be taken against any student who is caught using a personal technology device to cheat during exams or assessments.

**Recording private conversations and the *Invasion of Privacy Act 1971***
It is important that all members of the school community understand that under the *Invasion of Privacy Act 1971*, ‘a person is guilty of an offence against this Act if the person uses a listening device to overhear, record, monitor or listen to a private conversation’. It is also an offence under this Act for a person who has overheard, recorded, monitored or listened to a conversation to which s/he is not a party to publish or communicate the substance or meaning of the conversation to others.

Students need to understand that some conversations are private and therefore to overhear, record, monitor or listen to such private conversations may be in breach of this Act, unless consent to the recording is appropriately obtained.

**Special circumstances arrangement**
Students who require the use of a personal technology device in circumstances that would contravene this policy (for example to assist with a medical condition or other disability or for a special project) should negotiate a special circumstances arrangement with the Principal.

*Personal Technology Devices include, but are not limited to, games devices (such as Portable gaming devices, Tamagotchis®, laptop computers, PDAs, Blackberrys®, cameras and/or voice recording devices (whether or not integrated with a mobile phone or MP3 player), mobile telephones, iPods® and devices of a similar nature.*

---

**Appendix 6**

**School policy for preventing and responding to incidents of bullying (including cyberbullying)**

**Purpose**
Sunbury State School strives to create positive, predictable environments for all students at all times of the day. The disciplined and teaching environment that we are creating is essential to:

- achieving overall school improvement, including the effectiveness and efficiency of our student support procedures
- raising achievement and attendance
- promoting equality and diversity and
- ensuring the safety and well-being of all members of the school community.
There is no place for bullying in Sunbury State School. Those who are bullied and those who bully are at risk for behavioural, emotional and academic problems. These outcomes are in direct contradiction to our school community’s goals and efforts for supporting all students.

Bullying behaviours that will not be tolerated at Sunbury State School include name-calling, taunting, mocking, making offensive comments, kicking, hitting, pushing, taking belongings, inappropriate text messaging, sending offensive or degrading images by phone or internet, producing offensive graffiti, gossiping, excluding people from groups, and spreading hurtful and untruthful rumours.

Bullying may be related to:
- race, religion or culture;
- disability;
- appearance or health conditions;
- sexual orientation;
- sexist or sexual language;
- children acting as carers; or
- children in care.

Further definitions:
- When someone says or does something unintentionally hurtful and they do it once, that’s rude.
- When someone says or does something intentionally hurtful and they do it once, that’s mean.
- When someone says or does something intentionally hurtful and they keep doing it even when you tell them to stop or show them you’re upset, that’s bullying.

At Sunbury State School there is broad agreement among students, staff and parents that bullying is observable and measurable behaviour. When considering whether or not bullying has occurred, we will therefore avoid speculation on the intent of the behaviour, the power of individuals involved, or the frequency of its occurrence. Whether bullying behaviour is observed between students of equal or unequal power, whether it occurs once or several times, and whether or not the persons involved cite intimidation, revenge, or self-defence as a motive, the behaviour will be responded to in similar fashion, that is, as categorically unacceptable in the school community.

Rationale
Many bullying behaviours are peer-maintained through the actions of bystanders. That is, peers react to bullying in ways that may increase the likelihood of it occurring again in the future. Reactions include joining in, laughing, or simply standing and watching, rather than intervening to help the person being bullied. Whilst our school would never encourage students to place themselves at risk, our anti-bullying procedures involve teaching the entire school a set of safe and effective responses to all problem behaviour, including bullying, in such a way that those who bully are not socially reinforced for demonstrating it.

The anti-bullying procedures at Sunbury State School are an addition to our schoolwide positive behaviour support processes. This means that all students are being explicitly taught the expected school behaviours and receiving high levels of social acknowledgement for doing so. Adding lessons on bullying and how to prevent and respond to it is a subset of procedures that our students are already accustomed to.

Prevention
Attempting to address specific problem behaviours will not be successful if the general level of disruptive behaviour in all areas of our school is not kept to a low level. Therefore, our schoolwide universal behaviour support practices will be maintained at all times. This will ensure that:
- Our universal behaviour support processes will always remain the primary strategy for preventing problem behaviour, including preventing the subset of bullying behaviour
- All students know the 4 school rules and have been taught the expected behaviours attached to each rule in all areas of the school
• All students have been or are being taught the specific routines in the non-classroom areas, from exiting the classroom, conducting themselves in accordance with the school expectations in the playground and other areas, to re-entering their classrooms.

• All students are receiving high levels of positive reinforcement for demonstrating expected behaviours, including those associated with following our routines, from all staff in the non-classroom areas of the school.

• A high level of quality active supervision is a permanent staff routine in the non-classroom areas. This means that duty staff members are easily identifiable and are constantly moving, scanning and positively interacting as they move through the designated supervision sectors of the non-classroom areas.

The student curriculum modules of the anti-bullying process consist of lessons taught by all teachers in all classrooms to a schoolwide schedule of instruction. At all times simultaneous instruction is our goal, in order to maintain consistency of skill acquisition across the school.

An initial introductory lesson is delivered, which teaches the 3-step process to be used by all students when experiencing bullying behaviour either as a person being bullied, the person bullying or bystander.

The introductory lesson is followed by several shorter lessons, each of which focuses on one of the bullying behaviours that the school has identified and defined. These lessons include instruction on how to approach adults and also on what reactions and systemic responses they should expect from adults.

Research indicates that a common outcome of anti-bullying programming is an improvement in understanding of bullying but little change in the frequency or nature of actual bullying behaviour. One of the reasons cited for this outcome is the lack of behavioural rehearsal in the programming. The anti-bullying process at Sunbury State School takes care to combine knowledge with practice in a process of active learning, so that students understand by ‘doing’ as much as by ‘knowing’.

Sunbury State School records inappropriate behaviour and uses behavioural data for decision-making. This data is entered into our database on a daily basis and can be recalled as summary reports at any time. This facility allows the school to track the effectiveness of its anti-bullying process, to make any necessary adjustments, and to identify specific bullying behaviours that may need to be revisited or revised in the instructional process.

Appendix 7

Appropriate use of social media

Sunbury State School embraces the amazing opportunities that technology and the internet provide to students for learning, being creative and socialising online. Use of online communication and social media sites and applications (apps) can provide positive social development experiences through an opportunity to develop friendships and shape identities.

When used safely, social media sites and apps such as Facebook, Twitter and Instagram can provide positive opportunities for social learning and development. However, inappropriate, or misguided, use can lead to negative outcomes for the user and others.

Sunbury State School is committed to promoting the responsible and positive use of social media sites and apps.

No student of Sunbury State School will face disciplinary action for simply having an account on Facebook or other social media site.

As is set out in the school policy for preventing and responding to incidents of bullying (including cyberbullying) found at (Appendix 6), it is unacceptable for students to bully, harass
or victimise another person whether within Sunbury State School’s grounds or while online. Inappropriate online behaviours can have a negative impact on student learning and the good order and management of Sunbury State School, whether those behaviours occur during or outside school hours. This policy reflects the importance of students at Sunbury State School engaging in appropriate online behaviour.

Role of social media
The majority of young people use social media sites and apps on a daily basis for school work, entertainment and to keep in contact with friends. Unfortunately, some young people misuse social media technologies and engage in cyberbullying.

Social media by its nature will result in the disclosure and sharing of personal information. By signing up for a social media account, users are providing their personal information.

Students need to remember that the internet is a free space and many social media sites and apps, like Twitter, have limited restrictions placed upon allowable content and regulated procedures for the removal of concerning posts.

Social media sites and apps are designed to share online content widely and rapidly. Once students place information and/or pictures online, they have little to no control over how that content is used.

The internet reaches a global audience. Even if students think that comments or photos have been deleted, there can be archived records of the material that will continue to be searchable into the future.

Inappropriate online behaviour has the potential to embarrass and affect students, others and the school for years to come.

Appropriate use of social media
Students of Sunbury State School are expected to engage in the appropriate use of social media. Specific examples of appropriate use of social media sites and apps include:

- Ensuring that personal information, such as full name, address, phone number, school name and location or anyone else’s personal information, is not shared.

- Thinking about what they want to say or post, and how it could be interpreted by others, before putting it online. Remember, once content is posted online you lose control over it. Students should not post content online that they would be uncomfortable saying or showing to their parents’ face or shouting in a crowded room.

- Remembering that it can be difficult to work out whether messages typed on social media sites and apps are meant to be funny or sarcastic. Tone of voice and context is often lost which can lead to unintended consequences. If students think a message may be misinterpreted, they should be cautious and make the decision not to post it.

- Never provoking, or engaging with, another user who is displaying inappropriate or abusive behaviour. There is no need to respond to a cyberbully. Students should report cyberbullying concerns to a teacher and allow the teacher to record and deal with the online concern.

If inappropriate online behaviour impacts on the good order and management of Sunbury State School, the school may impose disciplinary consequences for that behaviour regardless of whether the behaviour occurs during or outside of school hours.
Disciplinary consequences could include suspension and/or exclusion. In serious cases of inappropriate online behaviour, the school may also make a report to the police for further investigation.

Sunbury State School will not become involved in concerns of cyberbullying or inappropriate online behaviour where the incident in question does not impact upon the good order and management of the school. For example, where cyberbullying occurs between a student of this school and a student of another school outside school hours. Such an incident will be a matter for parents and/or police to resolve.

**Laws and consequences of inappropriate online behaviour and cyberbullying**

Inappropriate online behaviour may in certain circumstances constitute a criminal offence. Both the *Criminal Code Act 1995* (Cth) and the *Criminal Code Act 1899* (Qld) contain relevant provisions applicable to cyberbullying.

The Commonwealth Criminal Code outlines a number of criminal offences concerning telecommunications services. The most relevant offence for cyberbullying is “using a carriage service to menace, harass or cause offence to another person”.

The Queensland Criminal Code contains several applicable sections for cyberbullying. Potential relevant criminal offences are:

- Unlawful stalking.
- Computer hacking and misuse.
- Possession of child exploitation material.
- Involving a child in making child exploitation material.
- Making child exploitation material.
- Distribution of child exploitation material.
- Criminal Defamation.

There are significant penalties for these offences.

Sunbury State School strives to create positive environments for all students at all times of the day, including while online. To help in achieving this goal, Sunbury State School expects its students to engage in positive online behaviours.

**Appendix 8**

**Working together to keep Sunbury School safe- possession / use of knives at school**

We can work together to keep knives out of school. At Sunbury School:

- Every student has the right to feel safe and be safe at school.
- There is no reason for a student to have a knife at school.
- No knives are allowed to be taken to school by students.
- It is against the law for a student to have a knife at school.
- A student that has a knife at school can receive very serious consequences.

What kinds of knife are banned?

- You are not allowed to have type of knife at school including:
  - Flick knives, ballistic knives, sheath knives, push daggers, trench knives, butterfly knives, star knives, butter knives, fruit knives or craft knives
  - Any item that can be used as a weapon e.g. a chisel
If you need a knife or tools for school subjects, school staff will provide them and supervise their use.

What will happen if I bring a knife to school?

- If you have a knife at school, the Principal may call the police.
- Police can search you and your property at school if they think you have a knife.
- If you have a knife at school you may be disciplined e.g. an immediate period of suspension, recommendation for exclusion
- You may be charged with a criminal offence and face serious consequences if convicted, including a fine or jail.
- School property such as desks or lockers can be searched if the Principal suspects you have a knife on or in school property.
- If the Principal thinks you have a knife in your bag, the bag can be confiscated until the police arrive.
- If you have a knife at school, it can be confiscated by the Principal and given to the police.
- You may face serious disciplinary consequences if you bring a knife to school.

How can I help to keep Sunbury School safe?

- Make sure you know the rules and laws about knives.
- Ask your parents not to put knives or knife tools into your lunchbox, pencil case or craft kit.
- Contact your teacher if you are being threatened or bullied at school.
- Immediately tell a teacher or adult if you think someone has a knife at school, or if they say they will bring a knife to school
- Immediately tell a teacher if a student is threatening anyone with an object that could injure them.

How can parents help to keep Sunbury School safe?

- Make sure your child knows what the laws and rules are about knives.
- Do not include knives or knife tools in children’s lunch boxes, pencil cases or craft kits.
- Contact your school Principal if you believe your child is being bullied or threatened at school.
- If you want to talk about students and knives at school, please contact the Principal.


Appendix 9

Time-out Processes

Classroom teachers, teacher aides or the Principal must record a OneSchool behaviour incident and referral for students who are referred to Time-out. If there is not time to complete a OneSchool report prior to the actual Time-out, the teacher must record the Time-out on the register in the Time-out folder. A OneSchool report must still be completed as soon as possible. Teacher aides will speak with class teachers if they believe a Time-out is required, and they will negotiate who will complete the behaviour incident in OneSchool. Yellow and red minor and major referral forms are kept in all playground duty folders should they be required initially to record an incident. When referring a student for Time-out the teacher must refer the behaviour to the staff member responsible for managing the Time-out process, the class teacher and appropriate SEP staff if the student is known to be verified.

The staff member responsible for managing the Time-out process will print a report form OneSchool and add it to the folder for the Time-out teacher. This report usually provides more detailed information. A column has been added for the referring teacher’s initials if further information is required. When completing the Time-out register please provide as much detail as possible and tick which day the student is required to attend.
Students in *Time-out* will be seated in the Student foyer of the office from the beginning of eating time to wait for the teacher on duty. The teacher on duty will collect the students and the folder at 11:15am. *Time-out* is completed in the teacher’s classroom. Students are to remain in *Time-out* until the end of the play session. The teacher on duty can use their professional judgement when considering letting students leave prior to the end of play, however this should be done rarely and very carefully considered with a specific outcome in mind.

Whilst in *Time-out* students:
1. Report to the *Time-out* student foyer at 11am to eat their lunch. If the child has tuckshop, then they can collect their lunch order.
2. Not communicate verbally or non-verbally with other students
3. Complete a behaviour reflection sheet – which is to be taken home and signed by a parent then returned to the office the following day. Failure to return the form will result in further loss of play. Students must give careful consideration to their behaviour, consequences and possible alternatives to their behaviour
4. They may visit the toilet / get a drink once by themselves. Any time away from the room should be minimal.
5. Stay in the *Time-out* room until the teacher on duty indicates that it is time to leave.

The supervising teacher will mark the Roll column if the student attends *Time-out* as well as the Form Sent column if the *Time-out* form was sent home. The teacher on *Time-out* duty ensures all names are recorded in the register.

Teachers should give careful consideration to the seating arrangements for the students to provide minimal contact with others. Teachers may need to assist students in completing the form and also ensure that the behaviour recorded on the form matches the behaviour recorded in OneSchool.

All *Time-out* forms are to be returned to school on the next school day after having been signed by a parent. If the form is not returned, the student will miss play. Contact with family will be made by the class teacher or Principal if the form is not returned in the days following the *Time-out*. Administration will monitor the returning of forms and phone calls home.

Students requiring a *Time-out* may not be eligible to attend out of school events such as the interschool sport program, class excursions, instrumental music performances etc. that are occurring in the same week as they have not demonstrated Sunbury standards. They may be required to remain at school to be involved in activities that enable them to rebuild trust and demonstrate appropriate behaviours.