

# BRASSALL STATE SCHOOL



## Student Code of Conduct 2023-2027



***Equity and Excellence: Realising the potential of every student***

***Equity and Excellence is the shared vision of Queensland state schools. Our vision shapes regional and school planning to ensure every student receives the support needed to belong to the school community, engage purposefully in learning and experience academic success.***

## Contact Information

Postal address:	PO Box 5077 Pine Mountain Road Brassall, Qld, 4305
Phone:	07 3813 4333
Email:	<a href="mailto:admin@brassallss.eq.edu.au">admin@brassallss.eq.edu.au</a>
School website address:	<a href="http://www.brassallss.eq.edu.au">www.brassallss.eq.edu.au</a>
Contact Person:	Bruce Robertson (Principal)

## Endorsement

Principal's Name:	Bruce Robertson
Principal's Signature:	
Date:	31.01.2023
P&C President	Rene Koimans
President's Signature:	
Date:	31.01.2023



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## Purpose

Brassall State School is committed to providing a safe, respectful and disciplined learning environment for all students, staff, parents and visitors.

The Brassall State School Student Code of Conduct sets out the responsibilities and processes we use in our school to promote a productive, effective whole school approach to discipline.

Its purpose is to facilitate high standards of behaviour across the school community, ensuring learning and teaching in our school is prioritised, where all students are able to experience success and staff enjoy a safe workplace.

## Our Values

Brassall State School has embraced **The Nine Values for Australian Schooling**:

- **Care and Compassion** – Care for self and others
- **Doing Your Best** – Seek to accomplish something worthy and admirable, try hard, pursue excellence
- **Fair Go** – Pursue and protect the common good where all people are treated fairly for a just society
- **Freedom** – Enjoy all the rights and privileges of Australian citizenship free from unnecessary interference or control, and stand up for the rights of others
- **Honesty and Trustworthiness** – Be honest, sincere and seek the truth
- **Integrity** – Act in accordance with principles of moral and ethical conduct, ensure consistency between words and deeds
- **Respect** – Treat others with consideration and regard, respect another person's point of view
- **Responsibility** – Be accountable for one's own actions, resolve differences in constructive, non-violent and peaceful ways, contribute to society and to civic life, take care of the environment
- **Understanding, Tolerance and Inclusion** – Be aware of others and their cultures, accept diversity within a democratic society, being included and including others

## Whole School Approach to Discipline

Brassall State School uses Positive Behaviour for Learning (PBL) as the multi-tiered system of support for discipline in the school. This is a whole-school approach, used in all classrooms and programs offered through the school, including sporting activities and excursions.

PBL is an evidence-based framework used to:

- analyse and improve student behaviour and learning outcomes;
- ensure that only evidence-based practices are used correctly by teachers to support students; and
- continually support staff members to maintain consistent school and classroom improvement practices.

At Brassall State School we believe discipline is about more than punishment. It is a word that reflects our belief that student behaviour is a part of the overall teaching and learning approach in our school. Our staff take responsibility for making their expectations clear, for providing supportive instruction about how to meet these expectations and strive to use behavioural incidents as opportunities to re-teach.

The development of the Brassall State School Student Code of Conduct is an opportunity to explain the PBL framework with parents and students, and gain their support to implement a consistent approach to teaching behaviour. The language and expectations of PBL can be used in any environment, including the home setting for students. Doing everything we can do to set students up for success is a shared goal of every parent and school staff member.

Any students or parents who have questions or would like to discuss the Student Code of Conduct or PBL are encouraged to speak with the class teacher or make an appointment to meet with a member of the administration team.

## PBL Expectations

Our staff are committed to delivering a high quality of education for every student, and believe all adults in the school, whether visiting or working, should meet the same four Positive Behaviour for Learning (PBL) expectations in place for students; being Respectful, Responsible, Safe and being a Learner.

### Students

Below are examples of what these PBL expectations look like for students across the school. In addition, each classroom will have their own set of examples to help students and visitors understand the expectations and meet the standards we hold for everyone at Brassall State School.

Brassall State School believes that proactive, positive behaviour support creates a climate for academic achievement (being a Learner), co-operation and consideration (being Respectful and being Responsible) and security (being Safe). These expectations provide the pathways to student success.

As a community, we believe that our Positive Behaviour Support for Learning Framework is an ongoing process designed to help create a climate of cooperation, academic excellence, respect and safety at Brassall State School.

**Brassall Bees are respectful, responsible, safe learners.**

### **Be Respectful**

*Respect is an attitude of caring.*

#### What does Respect Look Like?

- I look towards the person speaking
- I listen when others are speaking (whole body listening)
- I follow adult directions the first time
- I look after my belongings and school property
- I show members of the public, parents and volunteers courtesy
- I help keep the school clean and tidy



#### What does Respect Sound Like?

- I use polite and friendly words
- I walk silently past classrooms
- I speak when it is my turn
- I knock to enter a room, wait to be invited in and use manners

## Be Responsible

*Responsibility means that I can be counted on to do the right thing.*

### What does Responsibility Look Like?

- I wear the school uniform and take pride in my appearance
- I am fully prepared for each day and the activity
- I am in the right place, with the right equipment at the right time
- I walk in line
- I hand personal electronic devices to the office when I arrive at school
- I use equipment for its intended purpose
- Where possible, I go to the toilets during the breaks
- I put bikes, scooters and skateboards in the safe cage area near Hunter Street



### What does Responsibility Sound Like?

- I use a quiet voice
- I report damages, unsafe equipment or situations to an adult
- When attending the office, I report to the office window/counter and wait quietly

## Be Safe

*Safe behaviour means that no one should get hurt because of my actions.*

### What does Safe Behaviour Look Like?

- I walk on hard surfaces and use pathways
- I stay to the left on pathways and stairs
- I take and display the green lanyard when leaving the classroom
- I take a buddy when required
- I wear a sun safe hat in open areas
- I follow directions from adults at all times
- I eat only my own food
- I keep hands, feet and objects to myself
- I walk bikes, scooters and skateboards in the grounds
- I stay in designated waiting areas for pick up



### What does Safe Behaviour Sound Like?

- I request permission to leave any setting
- I request permission to enter the office
- I play only school approved games

## Be A Learner

*A Learner wants to learn. They are interested and join in the activity.*

### What This Behaviour Looks Like?

- I know and follow the 4 Brassall B's
- I am ready to listen and learn
- I have a go and do my best work
- I know what I want before being served at the tuckshop

### What This Behaviour Sound Like?

- I play by the agreed rules
- I ask for help when necessary





## **Parents and Staff**

The table below explains the PBL expectations for parents when visiting our school and the standards we commit to as staff.

### **Respectful**

<b><i>What we expect to see from you</i></b>	<b><i>What you can expect from us</i></b>
You make an appointment to speak with the class teacher or administration member to discuss any matters relating to your child.	We will respond as soon as practicable to your request for an appointment and negotiate a mutually agreeable date and time with you.
You are respectful in your conversations in the community and at home about school staff members.	We will ensure positive behaviours are role modelled for all students.
You seek out opportunities to provide positive feedback to the classroom teacher about their work with the class, a student or colleagues.	We will work closely with families to accommodate their personal needs, including work commitments, finances and family structure.
You help your child to see the strengths and benefits in diversity and difference in their classmates.	We will promote every child's individuality and build a cohesive, inclusive classroom and school culture.

### **Responsible**

<b><i>What we expect to see from you</i></b>	<b><i>What you can expect from us</i></b>
You respect the obligation of staff to maintain student and family privacy.	We will maintain confidentiality about information relating to your child and family.
You ensure your children attend school every day and notify the school promptly of any absences or changes in contact details.	We will create a safe, supportive and inclusive environment for every student.
You recognise people are different and will be non-judgemental, fair and equitable to others in the school community.	We will welcome and celebrate a diverse school community with recognition of significant social, cultural and historical events.
You take a positive, solution-focused approach to resolving complaints.	We will nominate a contact person for you to work with to resolve a school related complaint.
You respect school, student and staff privacy in your online communications.	We will act quickly to address social media issues that affect staff, students or families.

## Safe

<b><i>What we expect to see from you</i></b>	<b><i>What you can expect from us</i></b>
You share relevant information about your child's learning, social and behavioural needs with school staff.	We will share relevant information with you about your child's learning, social and behavioural progress at school.
You drop your child at school close to the beginning of the day and utilise our OSHC if your child is at school for lengthy periods before or after school.	We will provide limited supervision before school and have staff located at exit points at the end of the school day.
You leave and collect your child from the designated area at school.	We will give clear guidance about a designated area for parents to leave and collect students.
You use the appropriate crossings and model safe behaviour when crossing the roads.	We will teach and remind students of the appropriate road safety behaviours.
You notice when others need help, parents, staff and students, and ask if there is anything you do to assist.	We will check in with you about your child's needs or any support your family may require.
You bring any behaviour concerns to the attention of school staff when you are in the school grounds.	We will address concerns and investigate allegations thoroughly.

## Learner

<b><i>What we expect to see from you</i></b>	<b><i>What you can expect from us</i></b>
You support your child to meet the learning and behavioural expectations at school.	We are clear about our learning and behavioural expectations, and contact you to provide regular feedback about your child's progress.
You stay informed about school news and activities by reading the school newsletter and other materials sent home by school staff.	We will use the electronic school newsletter as the primary means of notifying parents about school news, excursions or events.
You approach the class teacher or a member of administration if you are concerned about the behaviour of a staff member, another student or parent.	We will work with every family to quickly address any complaints or concerns about the behaviour of staff, students or other parents.

In addition, staff expectations are captured in our PBL Staff Matrix. See Appendix I

## Consideration of Individual Circumstances

Staff at Brassall State School take into account students' individual circumstances, such as their behaviour history, disability, mental health and wellbeing, religious and cultural considerations, home environment and care arrangements when teaching expectations, responding to inappropriate behaviour or applying a disciplinary consequence.

In considering the individual circumstances of each student, we recognise that the way we teach, the support we provide and the way we respond to students will differ. This reflects the principle of equality, where every student is given the support they need to be successful. This also means that not everyone will be treated the same, because treating everyone the same is not fair. For example, some students need additional support to interpret or understand an expectation. Others may benefit from more opportunities to practise a required skill or behaviour. For a small number of students, the use of certain disciplinary consequences may be considered inappropriate or ineffective due to complex trauma or family circumstances. These are all matters that our teachers and administration consider with each individual student in both the instruction of behaviour and the response to behaviour.

Our teachers are also obliged by law to respect and protect the privacy of individual students, so while we understand the interest of other students, staff and parents to know what punishment another student might have received, we will not disclose or discuss this information with anyone but the student's family. This applies even if the behavioural incident, such as bullying, involves your child. You can be assured that school staff take all matters, such as bullying, very seriously and will address them appropriately. We expect that parents and students will respect the privacy of other students and families.

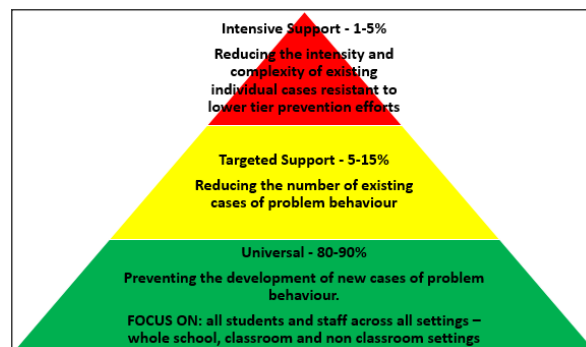
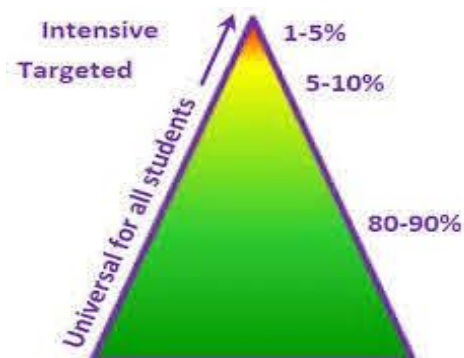
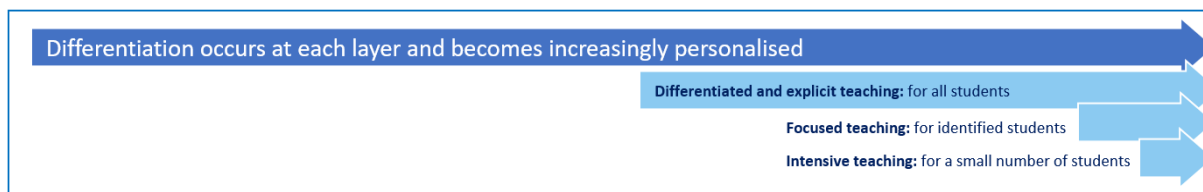
If you have concerns about the behaviour of another student at the school, or the way our staff have responded to their behaviour, please make an appointment with a member of the administration team to discuss the matter.

## Differentiated and Explicit Teaching

Brassall State School is a disciplined school environment that provides differentiated teaching to respond to the learning needs of all students. This involves teaching expected behaviours and providing opportunities for students to practise these behaviours. Teachers reinforce expected behaviours, provide feedback and correction, and opportunities for practise.

Teachers at Brassall State School vary what students are taught, how they are taught and how students can demonstrate what they know as part of this differentiated approach to behaviour. These decisions about differentiation are made in response to data and day-to-day monitoring that indicates the behavioural learning needs of students. This enables our teachers to purposefully plan a variety of ways to engage students; assist them to achieve the expected learning; and to demonstrate their learning.

There are three main layers to differentiation, as illustrated in the diagram below. This model is the same used for academic and pedagogical differentiation.



These three layers map directly to the tiered approach discussed earlier in the Learning and Behaviour section. For example, in the PBL framework, Tier 1 is differentiated and explicit teaching for all students, Tier 2 is focussed teaching for identified students and Tier 3 is intensive teaching for a small number of students. Each layer provides progressively more personalised supports for students.

Every classroom in our school uses the PBL Expectations Matrix as a basis for developing their behaviour standards. Using this matrix, the class teacher works with all students to explain exactly what each of the expectations look, sound and feel like in their classroom. The completed matrix is on display in every classroom, used as the basis of teaching expectations throughout the year and revisited regularly to address any new or emerging issues – See Appendix II

## Focused Teaching

Approximately 15% of all students in any school or classroom may require additional support to meet behaviour expectations, even after being provided with differentiated and explicit teaching. These students may have difficulty meeting behavioural expectations in a particular period of the day or as part of a learning area, and focused teaching is provided to help them achieve success.

Focused teaching involves revisiting key behavioural concepts and/or skills and using explicit and structured teaching strategies in particular aspects of a behaviour skill. Focused teaching provides students with more

opportunities to practise skills and multiple opportunities to achieve the intended learning and expected behaviour.

Support staff, including teachers with specialist expertise in learning, language or development, work collaboratively with class teachers at Brassall State School to provide focused teaching. Focused teaching is aligned to the PBL Expectations Matrix, and student progress is monitored by the classroom teacher/s to identify those who:

- no longer require the additional support
- require ongoing focussed teaching
- require intensive teaching.

Brassall State School has a range of Student Support Network staff in place to help arrange and deliver focused teaching to students who need more support to meet expectations. In addition, the school invests in the following evidence-informed programs to address specific skill development for some students:

- The Pause Program
- Berry Street Education Model
- Functional Based Assessment.

For more information about these programs, please speak with the class teacher or a member of the school's administration.

## **Intensive Teaching**

Research evidence shows that even in an effective, well-functioning school there will always be approximately 5% of the student population who require intensive teaching to achieve behavioural expectations. Intensive teaching involves frequent and explicit instruction, with individuals or in small groups, to develop mastery of basic behavioural concepts, skills and knowledge.

Some students may require intensive teaching for a short period, for particular behaviour skills. Other students may require intensive teaching for a more prolonged period. Decisions about the approach will be made based on data collected from their teacher or teachers, and following consultation with the student's family.

For a small number of students who continue to display behaviours that are deemed complex and challenging, then individualised, function-based behaviour assessment and support plans and multi-agency collaboration may be provided to support the student. This approach will seek to address the acute impact of barriers to learning and participation faced by students who are negotiating a number of complex personal issues.

Students who require intensive teaching will be assigned an individual mentor at the school that will oversee the coordination of their program, communicate with stakeholders and directly consult with the student.

## Disciplinary Consequences

The disciplinary consequences model used at Brassall State School follows the same differentiated approach used in the proactive teaching and support of student behavioural expectations.

The majority of students will be confident and capable of meeting established expectations that are clear, explicitly taught and practised. In-class corrective feedback, sanctions and rule reminders may be used by teachers to respond to low-level or minor problem behaviours.

Some students will need additional support, time and opportunities to practise expected behaviours. Approximately 15% of the student population may experience difficulty with meeting the stated expectations, and even with focussed teaching, in-class corrective feedback, sanctions and rule reminders continue to display low-level problem behaviour. A continued pattern of low-level behaviour can interfere with teaching and learning for the whole class, and a decision may be needed by the class teacher to refer the student to the school administration team immediately for determination of a disciplinary consequence.

For a small number of students, approximately 2-5%, a high level of differentiated support or intensive teaching is required to enable them to meet the behavioural expectations. This may be needed throughout the school year on a continuous basis. The determination of the need will be made by the principal in consultation with staff and other relevant stakeholders. On occasion the behaviour of a student may be so serious, such as causing harm to other students or to staff, that the principal may determine that an out of school suspension or exclusion is necessary as a consequence for the student's behaviour. Usually this course of action is only taken when the behaviour is either so serious as to warrant immediate removal of the student for the safety of others, and no other alternative discipline strategy is considered sufficient to deal with the problem behaviour.

The differentiated responses to problem behaviour can be organised into three tiers, with increasing intensity of support and consequences to address behaviour that endangers others or causes major, ongoing interference with class or school operations.

Brassall State School encourages desirable behaviours through positive reinforcement – See Appendix III

Consequences for inappropriate behaviour are outlined in our consequence flowcharts for the classroom – See Appendix IV and for the playground – See Appendix V

## Differentiated

Class teacher provides in-class or in-school disciplinary responses to low-level or minor problem behaviour. This may include:

- Pre-correction (e.g. “Remember, walk quietly to your seat”)
- Non-verbal and visual cues (e.g. posters, hand gestures)
- Whole class practising of routines
- Ratio of 5 positive to 1 negative commentary or feedback to class
- Corrective feedback (e.g. “Hand up when you want to ask a question”)
- Rule reminders (e.g. “When the bell goes, stay seated until I dismiss you”)
- Explicit behavioural instructions (e.g. “Pick up your pencil”)
- Proximity control
- Tactical ignoring of inappropriate behaviour (not student)
- Revised seating plan and relocation of student/s
- Individual positive reinforcement for appropriate behaviour
- Class-wide incentives
- Reminders of incentives or class goals
- Redirection
- Low voice and tone for individual instructions
- Give 30 second ‘take-up’ time for student/s to process instruction/s
- Reduce verbal language
- Break down tasks into smaller chunks
- Provide positive choice of task order (e.g. “Which one do you want to start with?”)
- Prompt student to take a break or time away in class
- Model appropriate language, problem solving and verbalise thinking process (e.g. “I’m not sure what is the next step, who can help me?”)
- Provide demonstration of expected behaviour
- Peer consequence (e.g. corrective feedback to influential peer demonstrating same problem behaviour)
- Private discussion with student about expected behaviour
- Reprimand for inappropriate behaviour
- Warning of more serious consequences (e.g. removal from classroom)
- Reflective Time (during class or break times)

## Focussed

Class teacher is supported by other school-based staff to address in-class problem behaviour. This may include:

- Functional Behaviour Assessment
- Individual student behaviour support strategies (e.g. Student behaviour plan)
- Targeted skills teaching in small group
- Token economy
- Reflective Time (during class or break times)
- Behavioural contract
- Counselling and guidance support
- Self-monitoring plan
- Check in / Check Out strategy
- Teacher coaching and debriefing
- Referral to Case Management for team based problem solving
- Stakeholder meeting with parents and external agencies

## Intensive

School leadership team work in consultation with Student Support Network to address persistent or ongoing serious problem behaviour. This may include:

- Functional Behaviour Assessment based individual support plan
- Complex case management and review
- Stakeholder meeting with parents and external agencies including regional specialists
- Temporary removal of student property (e.g. mobile phone)
- Short term suspension (up to 10 school days)
- Long term suspension (up to 20 school days)
- Charge related suspension (student has been charged with a serious criminal offence is suspended from school until the charge has been dealt with by the relevant justice authorities)
- Suspension pending exclusion (student is suspended from school pending a decision by the Director-General or delegate (principal) about their exclusion from school)
- Exclusion (student is excluded from a particular state school site, a group of state schools or all state schools in Queensland for a defined period of time or permanently)
- Cancellation of enrolment for students older than compulsory school age who refuse to participate in the educational program provided at the school.



## School Disciplinary Absences

A School Disciplinary Absence (SDA) is an enforced period of absence from attending a Queensland state school, applied by the Principal as a consequence to address poor student behaviour. There are four types of SDA:

- Short suspension (1 to 10 school days)
- Long suspension (11 to 20 school days)
- Charge-related suspension
- Exclusion (period of not more than one year or permanently).

At Brassall State School, the use of any SDA is considered a very serious decision. It is typically only used by the Principal when other options have been exhausted or the student's behaviour is so dangerous that continued attendance at the school is considered a risk to the safety or wellbeing of the school community.

Parents and students may appeal a long suspension, charge-related suspension or exclusion decision. A review will be conducted by the Director-General or their delegate, and a decision made within 40 school days to confirm, amend/vary or set aside the original SDA decision by the Principal.

The appeal process is a thorough review of all documentation associated with the SDA decision and provides an opportunity for both the school and the family to present their case in the matter. Time is afforded for collection, dissemination and response to the materials by both the school and the family. It is important that the purpose of the appeal is understood so that expectations are clear, and appropriate supports are in place to ensure students can continue to access their education while completing their SDA.

### **Re-entry following suspension**

Students who are suspended from Brassall State School may be invited to attend a re-entry meeting on the day of their scheduled return to school. The main purpose of this meeting is to welcome the student, with their parent/s, back to the school. It is **not a time** to review the student's behaviour or the decision to suspend, the student has already received a punishment through their disciplinary absence from school. The aim of the re-entry meeting is for school staff to set the student up for future success and strengthen home-school communication.

It is not mandatory for the student or their parents to attend a re-entry meeting. It may be offered as a support for the student to assist in their successful re-engagement in school following suspension.

### **Arrangements**

The invitation to attend the re-entry meeting will be communicated via telephone and/or in writing, usually via email. Re-entry meetings are short, taking less than 10 minutes, and kept small with only the Principal or their delegate attending with the student and their parent/s.

A record of the meeting is saved in OneSchool, under the Contact tab, including any notes or discussions occurring during the meeting.

**Structure**

The structure of the re-entry meeting should follow a set agenda, shared in advance with the student and their family. If additional items are raised for discussion, a separate arrangement should be made to meet with the parent/s at a later date and time. This meeting should be narrowly focussed on making the student and their family feel welcome back into the school community.

Possible agenda:

- Welcome back to school
- Check in on student wellbeing
- Discuss any recent changes to school routine or staffing
- Offer information about supports available (e.g. guidance officer)
- Set a date for follow-up
- Thank student and parent/s for attending
- Walk with student to classroom

**Reasonable adjustments**

In planning the re-entry meeting, school staff will consider reasonable adjustments needed to support the attendance and engagement of the student. This includes selecting an appropriate and accessible meeting space, organising translation or interpretation services or supports (e.g. AUSLAN), provision of written and/or pictorial information and other relevant accommodations. The inclusion of support staff, such as guidance officers or Community Education Counsellors, may also offer important advice to ensure a successful outcome to the re-entry meeting.

## School Policies

Brassall State School has tailored school discipline policies designed to ensure students, staff and visitors work cooperatively to create and maintain a supportive and safe learning environment. Please ensure that you familiarise yourself with the responsibilities for students, staff and visitors outlined in the following policies:

- Temporary removal of student property
- Use of mobile phones and other devices by students
- Preventing and responding to bullying
- Appropriate use of social media

### Temporary removal of student property

The removal of any property in a student's possession may be necessary to promote the caring, safe and supportive learning environment of the school, to maintain and foster mutual respect between all state school staff and students. The **Temporary removal of student property by school staff procedure** outlines the processes, conditions and responsibilities for state school principals and school staff when temporarily removing student property.

In determining what constitutes a reasonable time to retain student property, the principal or state school staff will consider:

- the condition, nature or value of the property
- the circumstances in which the property was removed
- the safety of the student from whom the property was removed, other students or staff members
- good management, administration and control of the school.

The Principal or state school staff determine when the temporarily removed student property can be returned, unless the property has been handed to the Queensland Police Service.

The following items are explicitly prohibited at Brassall State School and will be removed if found in a student's possession:

- illegal items or weapons (e.g. guns, knives\*, throwing stars, brass knuckles, chains)
- imitation guns or weapons
- potentially dangerous items (e.g. blades, rope)
- drugs\*\* (including tobacco)
- alcohol
- aerosol deodorants or cans (including spray paint)
- explosives (e.g. fireworks, flares, sparklers)
- flammable solids or liquids (e.g. fire starters, mothballs, lighters)
- poisons (e.g. weed killer, insecticides)
- inappropriate or offensive material (e.g. racist literature, pornography, extremist propaganda).

\* No knives of any type are allowed at school, including flick knives, ballistic knives, sheath knives, push daggers, trench knives, butterfly knives, star knives, butter knives, fruit knives or craft knives, or any item that can be used as a weapon, for example a chisel. Knives needed for school activities will be provided by the school, and the use of them will be supervised by school staff. In circumstances where students are required to have their own knives or sharp tools for particular subjects or vocational courses, the school will provide information about the procedures for carrying and storing these items at school.

\*\* The administration of medications to students by school staff is only considered when a prescribing health practitioner has determined that it is necessary or when there is no other alternative in relation to the treatment of a specific health need. Schools require medical authorisation to administer any medication to students (**including over-the-counter medications such as paracetamol or alternative medicines**).

## Responsibilities

Staff at Brassall State School:

- do not require the student's consent to search school property such as lockers, desks or laptops that are supplied to the student through the school;
- may seize a student's bag where there is suspicion that the student has a dangerous item (for example, a knife) in their school bag, prior to seeking consent to search from a parent or calling the police;
- consent from the student or parent is required to examine or otherwise deal with the temporarily removed student property. For example, staff who temporarily remove a mobile phone from a student are not authorised to unlock the phone or to read, copy or delete messages stored on the phone;
- there may, however, be emergency circumstances where it is necessary to search a student's property without the student's consent or the consent of the student's parents (e.g. to access an EpiPen for an anaphylactic emergency);
- consent from the student or parent is required to search the person of a student (e.g. pockets or shoes). If consent is not provided and a search is considered necessary, the police and the student's parents should be called to make such a determination.

**Parents** at Brassall State School:

- ensure your children do not bring property onto schools grounds or other settings used by the school (e.g. camp, sporting venues) that:
  - is prohibited according to the Brassall State School Student Code of Conduct
  - is illegal
  - puts the safety or wellbeing of others at risk
  - does not preserve a caring, safe, supportive or productive learning environment
  - does not maintain and foster mutual respect;
- collect temporarily removed student property as soon as possible after they have been notified by the Principal or state school staff that the property is available for collection.

### Students of Brassall State School:

- do not bring property onto school grounds or other settings used by the school (e.g. camp, sporting venues) that:
  - is prohibited according to the Brassall State School Code of Conduct
  - is illegal
  - puts the safety or wellbeing of others at risk
  - does not preserve a caring, safe, supportive or productive learning environment
  - does not maintain and foster mutual respect;
- collect their property as soon as possible when advised by the Principal or state school staff it is available for collection.

## Use of mobile phones and other devices by students

Digital literacy refers to the skills needed to live, learn and work in a society where communication and access to information is dominated by digital technologies like mobile phones. However, the benefits brought about through these diverse technologies can be easily overshadowed by deliberate misuse which harms others or disrupts learning.

In consultation with the broader school community, ***Brassall State School has determined that all mobile phones will be handed into the office each morning when a student arrives at school and collected at the conclusion of the school day.*** We encourage students to engage in other social learning and development activities.

### Responsibilities

When special permission is granted, the responsibilities for students using mobile phones or other devices at school or during school activities, are outlined below.

It is **acceptable** for students at **Brassall State School** to:

- use mobile phones or other devices for
  - assigned class work and assignments set by teachers
  - developing appropriate literacy, communication and information skills
  - authoring text, artwork, audio and visual material for publication on the intranet or internet for educational purposes as supervised and approved by the school
  - conducting general research for school activities and projects
  - communicating or collaborating with other students, teachers, parents or experts in relation to school work
  - accessing online references such as dictionaries, encyclopaedias, etc.
  - researching and learning through the department's eLearning environment
- be courteous, considerate and respectful of others when using a mobile device

It is **unacceptable** for students at Brassall State School to:

- use a mobile phone or other devices in an unlawful manner
- use a mobile phone when special permission by a staff member has not been granted
- download, distribute or publish offensive messages or pictures
- use obscene, inflammatory, racist, discriminatory or derogatory language
- use language and/or threats of violence that may amount to bullying and/or harassment, or even stalking
- insult, harass or attack others or use obscene or abusive language
- deliberately waste printing and internet resources
- damage computers, printers or network equipment
- commit plagiarism or violate copyright laws
- ignore teacher directions for the use of social media, online email and internet chat
- send chain letters or spam email (junk mail)
- knowingly download viruses or any other programs capable of breaching the department's network security
- use in-phone cameras anywhere a normal camera would be considered inappropriate, such as in change rooms or toilets
- invade someone's privacy by recording personal conversations or daily activities and/or the further distribution (e.g. forwarding, texting, uploading, Bluetooth use etc.) of such material
- use a mobile phone (including those with Bluetooth functionality) to cheat during exams or assessments
- take into or use mobile devices at exams or during class assessment unless expressly permitted by school staff.

At all times students, while using ICT facilities and devices supplied by the school, will be required to act in line with the requirements of the Brassall State School Student Code of Conduct. In addition students and their parents should:

- understand the responsibility and behaviour requirements (as outlined by the school) that come with accessing the department's ICT network facilities
- ensure they have the skills to report and discontinue access to harmful information if presented via the internet or email
- be aware that:
  - access to ICT facilities and devices provides valuable learning experiences for students and supports the school's teaching and learning programs
  - the school is not responsible for safeguarding information stored by students on departmentally-owned student computers or mobile devices
  - schools may remotely access departmentally-owned student computers or mobile devices for management purposes
  - students who use a school's ICT facilities and devices in a manner that is not appropriate may be subject to disciplinary action by the school, which could include restricting network access
  - despite internal departmental controls to manage content on the internet, illegal, dangerous or offensive information may be accessed or accidentally displayed

- teachers will always exercise their duty of care, but avoiding or reducing access to harmful information also requires responsible use by the student.

## Preventing and responding to bullying

Brassall State School uses the [Australian Student Wellbeing Framework](#) to promote positive relationships and the wellbeing of all students, staff and visitors at the school.

Our staff know student learning is optimised when they feel connected to others and experience safe and trusting relationships. Students who feel secure are more likely to be active participants in their learning and to achieve better physical, emotional, social and educational outcomes. Teachers who feel valued and supported are more likely to engage positively with students and build stronger connections within the school community. Parents who are positively engaged with their child's education leads to improved student self-esteem, attendance and behaviour at school. Enhancing the wellbeing of students and their educators delivers overall long-term social, health and economic benefits to the Australian community.

Brassall State School has a **Student Council**, with diverse representatives from each year level meeting regularly with the school leadership team to promote strategies to improve student wellbeing, safety and learning outcomes. The standing items on the agenda for each Student Council are the core elements of the Australian Student Wellbeing Framework:



### 1. Leadership

Principals and school leaders playing an active role in building a positive learning environment where the whole school community feels included, connected, safe and respected.

### 2. Inclusion

All members of the school community actively participating in building a welcoming school culture that values diversity, and fosters positive, respectful relationships.

### 3. Student voice

Students actively participate in their own learning and wellbeing, feel connected and use their social and emotional skills to be respectful, resilient and safe.

### 4. Partnerships

Families and communities collaborating as partners with the school to support student learning, safety and wellbeing.

### 5. Support

School staff, students and families sharing and cultivating an understanding of wellbeing and positive behaviour and how this supports effective teaching and learning.

A priority for the Student Leadership Forum is contributing to the implementation of strategies that enhance wellbeing, promote safety and counter violence, bullying and abuse in all online and physical spaces. The engagement of young people in the design of technology information and digital education programs for parents was a key recommendation from the [Queensland Anti-Cyberbullying Taskforce report](#) in 2018, and at Brassall State School we believe students should be at the forefront of advising staff, parents and the broader community about emerging issues and practical solutions suitable to different contexts.

## Bullying

The agreed national definition for Australian schools describes bullying as

- ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm;
- involving an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening;
- happening in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records);
- having immediate, medium and long-term effects on those involved, including bystanders. Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.

Behaviours that do not constitute bullying include:

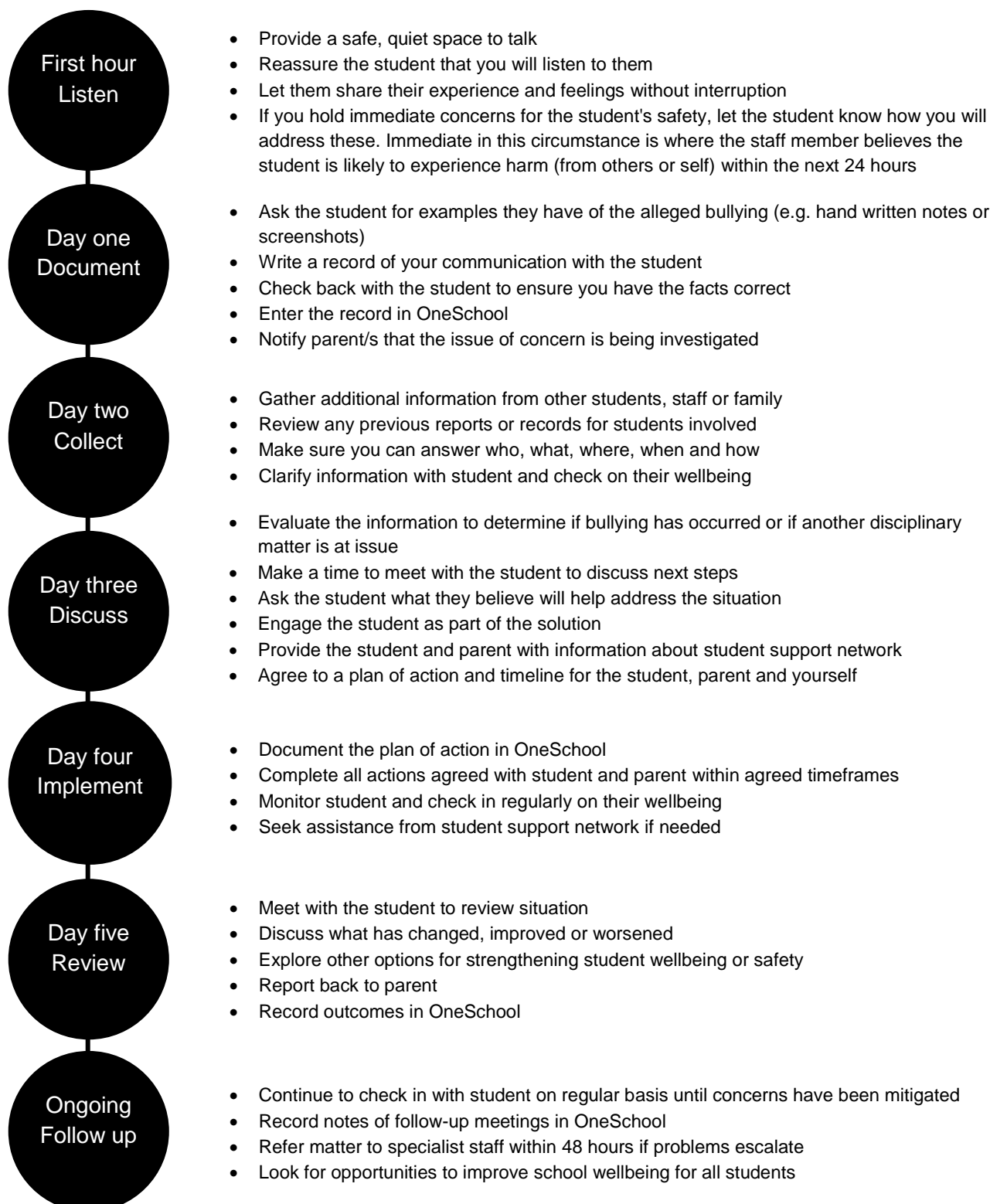
- mutual arguments and disagreements (where there is no power imbalance)
- not liking someone or a single act of social rejection
- one-off acts of meanness or spite
- isolated incidents of aggression, intimidation or violence.

However, these conflicts are still considered serious and need to be addressed and resolved. At Brassall State School our staff will work to quickly respond to any matters raised of this nature in collaboration with students and parents.



The following flowchart explains the actions Brassall State School staff will take when they receive a report about student bullying, including bullying which may have occurred online or outside of the school setting. Please note that the indicative timeframes will vary depending on the professional judgment of teachers who receive the bullying complaint and their assessment of immediate risk to student/s.

**Key contacts for students and parents to report bullying:  
Prep to Year 6 – Class teacher/Administration**



## **Cyberbullying**

Cyberbullying is treated at Brassall State School with the same level of seriousness as in-person bullying. The major difference with cyberbullying however, is that unlike in-person bullying, cyberbullying follows students into their community, their homes and their bedrooms, giving them no opportunity to escape the harassment or abuse during the evening, weekends or holidays.

In the first instance, students or parents who wish to make a report about cyberbullying should approach the regular class teacher.

It is important for students, parents and staff to know that state school principals have the authority to take disciplinary action to address student behaviours that occur outside of school hours or school grounds. This includes cyberbullying. Parents and students who have concerns about cyberbullying incidents occurring during school holidays should immediately seek assistance through the [Office of the e-Safety Commissioner](#) or the Queensland Police Service.

Students enrolled at Brassall State School may face in-school disciplinary action, such as removing of privileges, or more serious consequences such as suspension or exclusion from school for engaging in behaviour that adversely affects, or is likely to adversely affect, other students or the good order and management of the school. This includes behaviour such as cyberbullying which occurs outside of school hours or settings, for example on the weekend or during school holidays. It also applies to inappropriate online behaviour of enrolled students that is directed towards other community members or students from other school sites.

Parents or other stakeholders who engage in inappropriate online behaviour towards students, staff or other parents may be referred to the Office of the e-Safety Commissioner and/or the Queensland Police Service. State school staff will be referred for investigation to the Integrity and Employee Relations team in the Department of Education. Any questions or concerns about the school process for managing or responding to cyberbullying should be directed to a member of the administration team.

# Brassall State School - Cyberbullying response flowchart for school staff

## How to manage online incidents that impact your school

### Student protection

If at any point the principal forms a reasonable suspicion that a student has been harmed or is at risk of harm, they have a responsibility to respond in accordance with the [Student protection procedure](#).

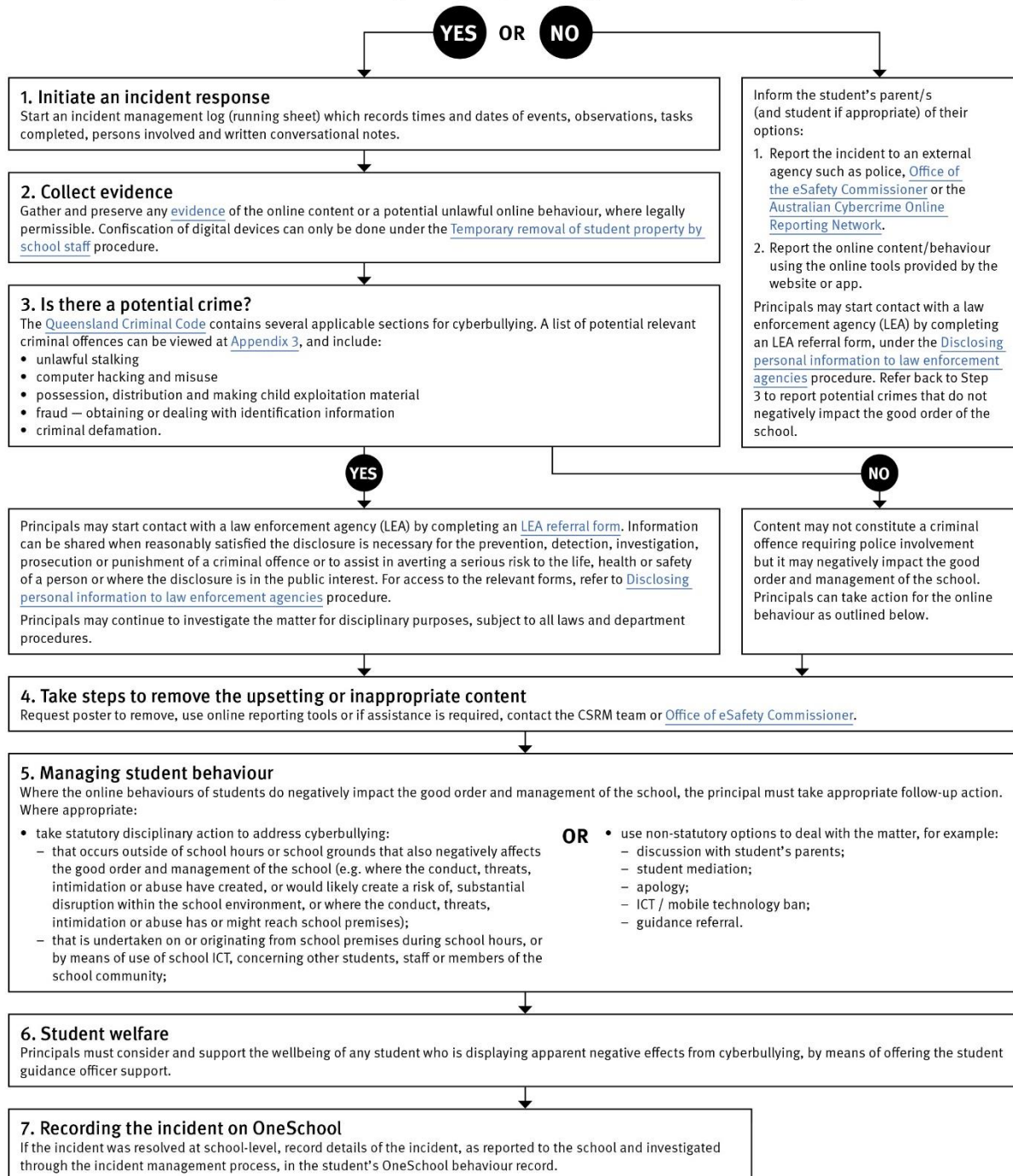
### Explicit images

If the investigation involves naked or explicit images of children, staff should not save, copy, forward or otherwise deal with the content, as per the [Temporary removal of student property by school staff procedure](#). This includes onto OneSchool records. Refer to the investigative process outlined in 'Responding to incidents involving naked or explicit images of children' from the [Online Incident management guidelines](#).

### Report

Refer to the [Online incident management guidelines](#) for more details, or if assistance is required, contact the Cybersecurity and Reputation Management (CSRM) team on 3034 5035 or [Cybersafety.ReputationManagement@qed.qld.gov.au](mailto:Cybersafety.ReputationManagement@qed.qld.gov.au).

Does the online behaviour/incident negatively impact the good order and management of the school?



## Cybersafety and Reputation Management (CRM)

The Department of Education employs a dedicated team of experts to assist in maintaining the integrity of the department's reputation with regards to cybersafety and reputation management issues, effectively leading the development and implementation of departmental cybersafety processes.

This team provides **direct support for schools** to respond to concerns of inappropriate online behaviour and misuse of information and communication technology.

The team provides a [guide for parents](#) with important information about cybersafety and cyberbullying, and suggestions about what you can do if your child is a target or responsible for inappropriate online behaviour.

The team has also developed a [Cyberbullying and reputation management](#) (Department employees only) resource to assist principals in incident management.

For more information about cybersafety sessions at your school, or for assistance with issues relating to online behaviour, contact the [team](#) (Department employees only).

## Student Intervention and Support Services

Brassall State School recognises the need to provide intervention and support to all students involved in incidents of bullying, including cyberbullying.

Students who have been subject or witness to bullying have access to a range of internal support staff, as identified in the Student Support Network section earlier in this document. Students are, however, also encouraged to approach any staff member with whom they feel comfortable sharing their concerns, regardless of their role in the school. All staff at Brassall State School are familiar with the response expectations to reports of bullying, and will act quickly to ensure students' concerns are addressed. Depending on the nature of the reported bullying incident, a formal plan of action may be developed and documented to support the implementation of strategies to assist the student.

Students who engage in bullying behaviours towards others will also be provided with support to assist them to use more socially acceptable and appropriate behaviours in their interactions. This includes counselling, social development programs, referral to mental health services or involvement in a restorative justice strategy. School disciplinary measures may also be used to reinforce the seriousness with which the community takes all incidents of bullying. These measures may include internal school suspension, withdrawal from social events or celebrations or more severe punishments such as suspension or exclusion from school.

## **Brassall State School – Anti-Bullying Compact**

The Anti-Bullying Compact provides a clear outline of the way our community at Brassall State School works together to establish a safe, supportive and disciplined school environment. This compact is provided to all students and their parents upon enrolment, and may be revisited with individual students if particular problems around bullying arise.

## **Brassall State School – Anti Bullying Compact**

We agree to work together to improve the quality of relationships in our community at Brassall State School. It is through intentional consideration of our behaviour and communication that we can reduce the occurrence of bullying, and improve the quality of the schooling experience for everyone.

The agreed national definition for Australian schools describes bullying as

- ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm;
- involving an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening;
- happening in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records);
- having immediate, medium and long-term effects on those involved, including bystanders. Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.

We believe that no one deserves to be mistreated and that everyone regardless of race, colour, religion, immigration status, nationality, size, gender, popularity, athletic capability, academic outcomes, social ability, or intelligence has the right to feel safe, secure, and respected.

I agree to:

- Treat everyone with kindness and respect.
- Abide by the school's anti-bullying policies and procedures.
- Support individuals who have been bullied.
- Speak out against verbal, relational, physical bullying and cyber bullying.
- Notify a parent, teacher, or school administrator when bullying does occur.

Student's signature:

Parent's signature:

School representative signature:

Date:

## Appropriate use of social media

The internet, mobile phones and social media provide wonderful opportunities for students to network and socialise online. While these technologies provide positive platforms for sharing ideas, they also have the potential to cause pain and suffering to individuals, groups or even whole communities.

It's important to remember that sometimes negative comments posted about the school community have a greater impact than expected. This guide offers some information about how to use social media in relation to comments or posts about the school community. Reputations of students, teachers, schools, principals and even parents can be permanently damaged — and in some cases, serious instances of inappropriate online behaviour are dealt with by police and the court system.

Being aware of a few simple strategies can help keep the use of social media positive and constructive:

- Before you post something online, ask yourself if the community or individual really need to know. Is it relevant, positive and helpful?
- Remember that what you post online is a direct reflection of who you are. People will potentially form lasting opinions of you based on what you post online.
- Be a good role model. If things get heated online consider logging out and taking a few moments to relax and think. Hasty, emotive responses could inflame situations unnecessarily.
- Be mindful when commenting, try to keep general and avoid posting anything that could identify individuals.
- A few years ago parents may have discussed concerns or issues with their friends at the school gate. Today with the use of social media, online discussions between you and your close friends can very quickly be shared with a much wider audience, potentially far larger than intended.
- Taking a few moments to think about the content you are about to post could save upset, embarrassment, and possible legal action.
- As a parent you have a role in supervising and regulating your child's online activities at home and its impact on the reputation and privacy of others. Parents are their child's first teachers — so they will learn online behaviours from you.

### **Is it appropriate to comment or post about schools, staff or students?**

Parental and community feedback is important for schools and the department. If you have a compliment, complaint or enquiry about an issue at school, the best approach is to speak directly to the school about the matter, rather than discussing it in a public forum.

While many schools use social media to update parents of school notices, the department prefers that parents contact schools directly with a compliment, complaint or enquiry due to privacy considerations. Imagine if your doctor, accountant or banking institution tried to contact you to discuss important matters via Facebook.

If you have raised an issue with a school or know that another person has, consider refraining from discussing those details on social media, particularly the names of anyone involved.

Keep comments calm and polite, just as you would over the telephone or by email. If you encounter negative or derogatory content online which involves the school, hinders a child's learning and/or affects the school community at large, contact the school principal.

### **Possible civil or criminal ramifications of online commentary**

A serious instance of inappropriate online behaviour may constitute a criminal offence and become a police matter. For example, online content may substantiate the offence of 'using a carriage service to menace, harass or cause offence' (Criminal Code Act 1995 (Cth) s. 474.17). School staff may contact their union or obtain personal legal advice if they feel that online content seriously impacts their reputation. Defamatory online content may give rise to litigation under the Defamation Act 2005 (Qld).

### **What about other people's privacy?**

If you upload photos of your children, be mindful of who might be in the background. You might be happy to share your child's successes with your friends and family via social media, but some parents are not. If you are tagging or naming students, consider that other parents may not want their child's name attached to images online.

### **What if I encounter problem content?**

Taking the following steps may help resolve the issue in a constructive way:

- refrain from responding
- take a screen capture or print a copy of the concerning online content
- if you consider problem content to be explicit, pornographic or exploitative of minors, you should keep a record of the URL of the page containing that content but NOT print or share it. The URL can be provided to the school principal, or police, as needed for escalation of serious concerns
- block the offending user
- report the content to the social media provider.

## Restrictive Practices

School staff at Brassall State School need to respond to student behaviour that presents a risk of physical harm to the student themselves or others. It is anticipated that most instances of risky behaviour can be de-escalated and resolved quickly. On some rarer occasions, a student's behaviour may continue to escalate and staff need to engage immediately with positive and proactive strategies aimed at supporting the student to manage their emotional arousal and behaviour.

In some very rare situations, where there is immediate risk of physical harm to the student or other people, and when all other alternative strategies have failed to reduce the risk, it may be necessary for staff to use restrictive practices.

The use of restrictive practices will always be as a last resort, when there is no other available option for reducing immediate risk to the student, staff or other people. Restrictive practices are not used for punishment or as a disciplinary measure.

The department's **Restrictive practices procedure** is written with consideration for the protection of everyone's human rights, health, safety and welfare. There are six fundamental principles:

1. Regard to the human rights of those students
2. Safeguards students, staff and others from harm
3. Ensures transparency and accountability
4. Places importance on communication and consultation with parents and carers
5. Maximises the opportunity for positive outcomes, and
6. Aims to reduce or eliminate the use of restrictive practices.

Very rarely restrictive practices will be planned and staff will employ, when necessary, pre-arranged strategies and methods (of physical restraint/ mechanical restraint/ clinical holding) which are based upon behaviour risk assessment or clinical health need and are recorded in advance. The use of planned strategies will only be where there is foreseeable immediate risk consistent with the **Restrictive practices procedure**.

Seclusion will not be used as a planned response and will only be used in serious circumstances for managing an unforeseeable situation in an emergency. It will be used for the shortest time possible and in a safe area that presents no additional foreseeable risk to the student. In such emergencies, a staff member will observe the student at all times and seclusion will cease as soon as possible.

Following the use of any restrictive practice, a focused review will help staff to understand how they responded to the risk in any incident that involved the use of a restrictive practice. Staff will consider whether there are other options for managing a similar situation in the future. This strategy works well for reducing the use of restrictive practices.

All incidents of restrictive practices will be recorded and reported in line with departmental procedures.



## Critical Incidents

It is important that all school staff have a consistent understanding of how to respond in emergencies involving student behaviour that seriously endangers the student or others. This consistency ensures that appropriate actions are taken to ensure that both students and staff are kept safe.

A critical incident is defined as an occurrence that is sudden, urgent, and usually unexpected, or an occasion requiring immediate action (e.g. in the community, on the road). The aim in these situations is to bring the behaviour of the student under rapid and safe control. It is not a time to try and to punish or discipline the student; it is a crisis management period only. Staff should follow the documented plan for any student involved in regular critical incidents, which should be saved and available for staff to review in OneSchool. For unexpected critical incidents, staff should use basic defusing techniques:

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: At an appropriate time when there is low risk of re-escalation, 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.

# Appendices

**Appendix I – Staff Expectations Matrix**

**Appendix II – Student Schoolwide Behaviour Matrix**

**Appendix III – PBL Reinforcement System**

**Appendix IV – Classroom Behaviour Regulation Flowchart**

**Appendix V – Playground Behaviour Regulation Flowchart**

**Appendix VI – Dress Code Policy**

**Brassall State School**  
**2023 Staff Expectations Matrix**  
**“We are Brassall”**  
**Everyone, Everywhere, Every day**

	Be Respectful	Be Responsible	Be Safe	Be a Learner
	Know & follow Responsible Behaviour Plan for Students, PBL expectations & procedures			
School wide – Always, Everywhere	<ul style="list-style-type: none"> <li>Address problems collaboratively with a solutions focus with key stakeholders</li> <li><b>Model desired behaviours</b></li> <li>Use a restorative approach to resolve conflict</li> <li>Value everyone’s time, roles &amp; responsibilities – everyone is busy</li> <li>Use Positive Primers daily</li> <li>Use Circle Time daily</li> <li>Use transition activities daily</li> </ul>	<ul style="list-style-type: none"> <li>Adhere to timelines &amp; complete set tasks on time</li> <li>Advise line manager of absence</li> <li>Attend all required meetings</li> <li>Be prepared &amp; be accountable</li> <li><b>Be on time</b> - inform teaching partner/cohort if you are going to be late</li> <li>Care for school resources</li> <li>Clean up shared areas</li> <li>Positively reinforce desired behaviours/ follow behaviour protocols</li> <li>Co-regulate with dysregulated students</li> </ul>	<ul style="list-style-type: none"> <li>Abide by school safety procedures – lockdown &amp; evacuation</li> <li>Actively supervise</li> <li>Be aware &amp; respectful of known food allergies</li> <li>Check on other’s welfare - support if needed</li> <li>Demonstrate safe behaviour</li> <li>Dress professionally</li> <li>Report all hazards &amp; breakages</li> </ul>	<ul style="list-style-type: none"> <li>Contribute professionally to moderation, planning days &amp; staff/year level meetings</li> <li>Know &amp; follow               <ul style="list-style-type: none"> <li>PBL &amp; procedures</li> <li>Schoolwide routines</li> <li>school &amp; departmental policies &amp; procedures</li> </ul> </li> <li>Listen to others’ ideas, even if you don’t agree</li> <li>Seek help if needed</li> <li>Work co-operatively &amp; collaboratively - share knowledge &amp; resources with team - planning &amp; ideas</li> <li>Teach Ready to Learn Plans</li> <li>Use de-escalation strategies</li> <li>Have Unconditional Positive Regard for students</li> <li>Use process praise</li> <li>Practice self care</li> <li>Problem solve when facing speedbumps</li> </ul>
Classroom	<ul style="list-style-type: none"> <li>Be nurturing, kind &amp; caring</li> <li>Know the staff member’s name coming to your room (introduce yourself)</li> </ul>	<ul style="list-style-type: none"> <li>Contribute to year level workload</li> <li>Follow through with what you say you are going to do</li> <li>Leave a plan if aware of upcoming absence</li> </ul>	<ul style="list-style-type: none"> <li>Keep the room clean &amp; tidy</li> <li>Keep walk ways &amp; classrooms clear of clutter</li> <li>Keep lids on hot drinks</li> <li>Support when nearby class needs to evacuate</li> </ul>	<ul style="list-style-type: none"> <li>Know what to teach &amp; how to teach it</li> <li>Teach Mindfulness &amp; Growth Mindset to your students, using both yourself</li> <li>Use PRRSA’s every day</li> <li>Breathe mindfully with students</li> </ul>
Playground/ Eating		<ul style="list-style-type: none"> <li>Actively supervise – move, scan, praise</li> <li>Hands off unless child at risk of significant harm to self &amp;/or others.</li> <li>Have phone/communication device in pocket -stay off it unless needed for an incident</li> </ul>	<ul style="list-style-type: none"> <li>Have correct equipment – hat, vest, folder, pen</li> <li>Be sun safe – wide brimmed hat</li> </ul>	<ul style="list-style-type: none"> <li>Build rapport with students in other classes</li> <li>Learn the year level’s eating area expectations - abide by &amp; enforce them</li> </ul>
Arrival & Departure			<ul style="list-style-type: none"> <li>Drive safely (school zone)</li> </ul>	
Transition & Lining Up	<ul style="list-style-type: none"> <li>Consider what other teachers &amp; classes are trying to do</li> </ul>	<ul style="list-style-type: none"> <li>Be at collection area on time every time</li> <li>Ensure classes are not left unattended</li> </ul>	<ul style="list-style-type: none"> <li>Be mindful of surroundings &amp; others in the area</li> <li>Walk on hard surfaces</li> <li>Walk at back or to side of class lines</li> </ul>	<ul style="list-style-type: none"> <li>Follow collaboratively agreed upon year level expectations</li> </ul>
Admin/ Office	<ul style="list-style-type: none"> <li>Make an appointment when possible</li> </ul>	<ul style="list-style-type: none"> <li>Answer the phone as soon as possible</li> </ul>	<ul style="list-style-type: none"> <li>Keep doorways clear</li> <li>Check behind doors when opening them</li> </ul>	<ul style="list-style-type: none"> <li>Where possible, come with a solution to your problem</li> </ul>
PD	<ul style="list-style-type: none"> <li>Stay off devices unless required for the PD or for note taking</li> </ul>			<ul style="list-style-type: none"> <li>Engage professionally &amp; actively participate</li> </ul>







## BRASSALL STATE SCHOOL - BEHAVIOUR EXPECTATIONS 2023

	RESPECTFUL 	RESPONSIBLE 	SAFE 	LEARNER 
<b>SCHOOLWIDE</b>	<ul style="list-style-type: none"> <li>Use polite and friendly words</li> <li>Keep our school clean and tidy</li> <li>Knock to enter a room, wait to be invited in, use manners</li> <li>Look after belongings and school property</li> <li>Listen to and follow adult directions the first time</li> <li>Shout-out fellow students to fill their bucket</li> <li>Place in litter in bin</li> </ul>	<ul style="list-style-type: none"> <li>Be in the right place, with the right equipment, at the right time</li> <li>Wear school uniform</li> <li>Hand personal electronic devices to the office upon arrival at school</li> <li>Use equipment for intended purpose</li> <li>Use de-escalation strategies when stressed</li> <li>Use self-compassion and hope</li> </ul>	<ul style="list-style-type: none"> <li>Keep hands, feet and objects to self</li> <li>Walk on hard surfaces and stay on paths</li> <li>Ask permission to leave any setting or use an agreed exit strategy</li> <li>Use your belly breathing to calm yourself</li> <li>Report damages, unsafe equipment or situations to an adult</li> <li>Use your emotional state to support others</li> </ul>	<ul style="list-style-type: none"> <li>Know and follow the 4 Brassall B's</li> <li>Be ready to listen and learn</li> <li>Be in your own personal power and empowered</li> <li>Be present, centred &amp; grounded</li> <li>Use your Ready to Learn Chart each day</li> <li>Use Mindfulness strategies across the day</li> <li>Maintain a Growth Mindset</li> <li>Identify your emotional state</li> </ul>
<b>CLASSROOM</b>	<ul style="list-style-type: none"> <li>Allow others to learn</li> <li>Listen when others are speaking</li> <li>Speak when it is your turn</li> <li>Stay in your seat</li> <li>Raise your hand to speak</li> <li>Remove hats, caps, beanies, hoodies when in a learning environment</li> </ul>	<ul style="list-style-type: none"> <li>Be prepared for school</li> <li>Use inside voice</li> <li>Take care of personal belongings</li> <li>Clean up own area/clean up after yourself</li> <li>Use Brain Breaks to be ready to learn</li> <li>Practice defusion from Mindhooks</li> <li>Use stamina for school work</li> </ul>	<ul style="list-style-type: none"> <li>Ask permission to leave the classroom or use an agreed exit strategy</li> <li>Wear the green badge when leaving the classroom</li> <li>Always take a buddy in Prep – Year 2</li> </ul>	<ul style="list-style-type: none"> <li>Have a go</li> <li>Raise your hand to ask for help when needed</li> <li>Identify resilience in yourself and others</li> <li>Spot Mindhooks in yourself and others</li> <li>Use humour to sustain community</li> </ul>
<b>PLAYGROUND</b>	<ul style="list-style-type: none"> <li>Win and lose fairly</li> <li>Solve issues with friendly words</li> <li>Use the High 5 strategy</li> </ul>	<ul style="list-style-type: none"> <li>Stop play at the 1<sup>st</sup> bell</li> <li>Look after and return borrowed equipment</li> </ul>	<ul style="list-style-type: none"> <li>Wear a sun safe hat</li> <li>Play only school approved games and rules</li> </ul>	<ul style="list-style-type: none"> <li>Ask and play by the agreed rules</li> </ul>
<b>TUCKSHOP</b>	<ul style="list-style-type: none"> <li>Wait patiently for your turn</li> <li>Talk quietly</li> <li>Speak clearly</li> </ul>	<ul style="list-style-type: none"> <li>Order before school</li> <li>Spend only your own money</li> </ul>	<ul style="list-style-type: none"> <li>Line up appropriately</li> </ul>	<ul style="list-style-type: none"> <li>Know what you want before being served</li> </ul>
<b>EXCURSION &amp; SPORT</b>	<ul style="list-style-type: none"> <li>Show members of the public, parents and volunteers courtesy</li> <li>Display sportsmanship</li> </ul>	<ul style="list-style-type: none"> <li>Fully prepare for the activity and have the correct equipment</li> </ul>	<ul style="list-style-type: none"> <li>Stay with your group</li> <li>Remain seated on public transport</li> </ul>	
<b>EATING</b>	<ul style="list-style-type: none"> <li>Wait to be dismissed to play</li> <li>Put rubbish and food scraps in the bin</li> </ul>	<ul style="list-style-type: none"> <li>Bring everything needed for breaks</li> <li>Keep all food in the eating areas</li> </ul>	<ul style="list-style-type: none"> <li>Remain seated during eating time</li> <li>Eat your food only</li> <li>Stay in designated eating area</li> </ul>	<ul style="list-style-type: none"> <li>Know and follow the eating area rules for your year level</li> </ul>
<b>TOILETS</b>	<ul style="list-style-type: none"> <li>Allow for others privacy</li> <li>Use toilets correctly</li> </ul>	<ul style="list-style-type: none"> <li>Report issues to class teacher or duty person</li> </ul>	<ul style="list-style-type: none"> <li>Wash hands correctly</li> <li>Put paper towels in bin</li> </ul>	<ul style="list-style-type: none"> <li>Go to the toilet during breaks</li> </ul>
<b>ARRIVAL &amp; DEPARTURE</b>	<ul style="list-style-type: none"> <li>Say hello and goodbye</li> </ul>	<ul style="list-style-type: none"> <li>Walk bikes, scooters, skateboards to Scoot, Pedal, Park area</li> </ul>	<ul style="list-style-type: none"> <li>Before 8.20 wait in Winston Court</li> <li>Walk bikes, skateboards, scooters in the grounds</li> <li>Stay in designated waiting areas for pick up</li> </ul>	
<b>TRANSITIONS</b>	<ul style="list-style-type: none"> <li>Walk quietly past classrooms</li> </ul>	<ul style="list-style-type: none"> <li>Walk in line</li> </ul>	<ul style="list-style-type: none"> <li>Stay to left on paths and stairways</li> </ul>	
<b>OFFICE</b>	<ul style="list-style-type: none"> <li>Sit quietly in the office area</li> </ul>	<ul style="list-style-type: none"> <li>Report to office window</li> <li>Wait quietly</li> </ul>	<ul style="list-style-type: none"> <li>Bring green slip for first aid</li> <li>Ask permission to enter the office</li> </ul>	



## BRASSALL STATE SCHOOL PBL Reinforcement System

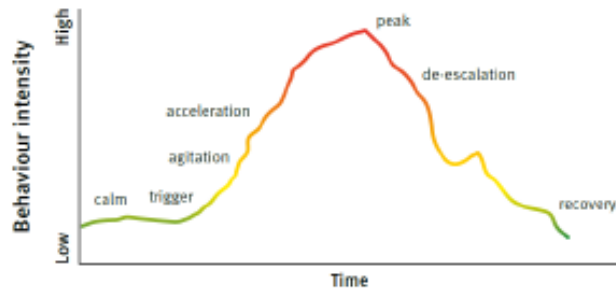


Free & Frequent Every student, everyday	Classroom	Class Dojo Points Pollen Points  	Every student, everyday Rewarded by any staff member TRS worth 4 Dojo Points recorded under TRS icon on Dojo) Ratio of 4 acknowledgements : 1 correction
	Playground	Pollen Points 	Worth 3 Dojo Points (recorded under Playground icon on Dojo) Rewarded by any staff member Ratio of 12 acknowledgements : 1 correction
Short Term	Classroom	Class Dojo Points Pollen Points	Once students have enough to make a purchase from the class menu, they may do so at their will
	Playground	Ice block 	Weekly Students place pollen points in classroom box. Class Leaders bring pollen points to the office each Monday in preparation for P-2 or 3-6 assemblies DP—draw 4 from each barrel on assembly
Medium Term	Classroom	Class Parties	Once per term 100 Pollen Points = 1 piece of honeycomb filled in on honeypot Filled honeypot = class party
	Schoolwide	BUZZ WEEKS Rewards Sessions Games, art, sensory play, cooking	Weeks 4 & 9 Phases to organise their own rewards activities <i>Every student attends Buzz Week. Students requiring a revisit of behavioural expectations will be included in a social/behavioural lesson</i>
Long & Strong	Schoolwide	Lapel Button  Gold Silver Bronze	Bi-annually: each Semester Students with no more than (for the Semester): Gold: 1 Minor & 1 Major Silver: 2 Minors & 2 Majors Bronze: 3 Minors & 2 Majors <i>Year Level discretionary decision making processes exist here, in conjunction with Specialists and Line Managers</i>

# Classroom Behaviour Regulation Flowchart



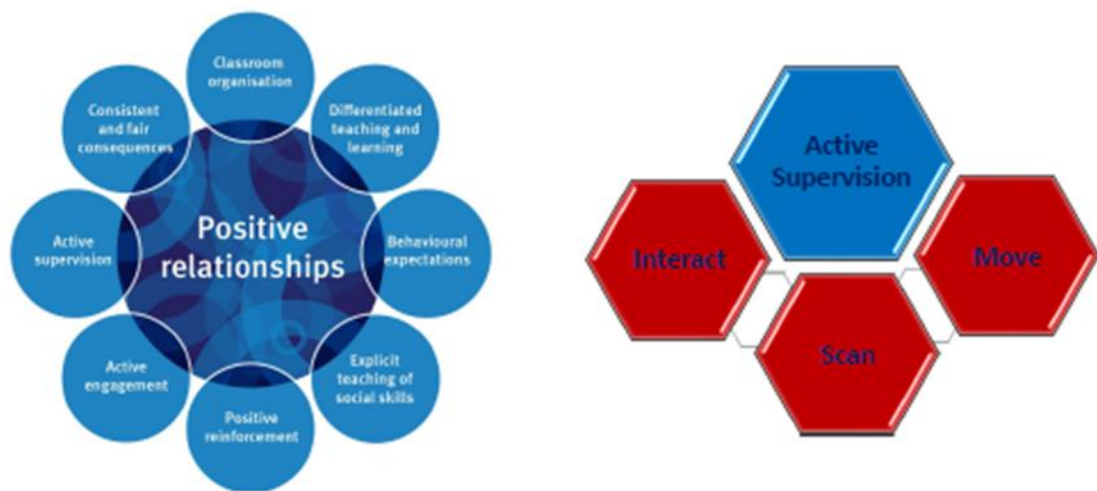
The phases of escalation (Colvin and Sugai, 1989)



PHASE	FOCUS	STRATEGIES	TEAM SUPPORT
Calm	Reinforce calm on-task behaviours	<ul style="list-style-type: none"> <li>Establish expectations explicitly</li> <li>Teach greetings, procedures and routines: BSEM &amp; TLaC</li> <li>Use verbal pre-correction prompts</li> <li>Provide high probability requests</li> <li>Provide high rates of positive acknowledgement—thumbs up, verbal praise, Dojo points</li> <li>Provide feedback achievement on learning goals</li> <li>Provide access to preferred privilege</li> <li>Provide tangible rewards</li> <li>Maintain positive relationships: BSEM &amp; TLaC</li> <li>Provide differentiated opportunities for active engagement</li> <li>Provide choices</li> <li>Provide tasks and activities at the correct level for students</li> <li>Get to know personal signs of distress of students</li> </ul>	<ul style="list-style-type: none"> <li>Teacher</li> <li>Support Teacher Aide</li> </ul>
Trigger	Prevent and redirect	<ul style="list-style-type: none"> <li>Modify the environment</li> <li>Modify the task difficulty/distract</li> <li>Provide support with the task</li> <li>Support to use individualised strategies</li> <li>Refer to visual timetable &amp; Ready to Learn Plan</li> <li>Allow time for student to respond to task</li> <li>Maintain positive relationships: BSEM &amp; TLaC</li> <li>Access alternate classroom learning space: Job Centre/Buddy</li> </ul>	<ul style="list-style-type: none"> <li>Teacher</li> <li>Support Teacher Aide</li> <li>Job Centre</li> <li>Buddy Classroom</li> </ul>
Agitation	Reduce anxiety	<ul style="list-style-type: none"> <li>Employ active listening</li> <li>Use empathy, speak calmly, be sincere</li> <li>Provide reassurance, seek clarification</li> <li>Reduce or remove demands</li> <li>Co-regulation (1:1 support to apply individualised strategies)</li> <li>Offer controlled choice – X or Y, or offer boundaries</li> <li>Refer to visual timetable &amp; Ready to Learn Plan</li> <li>Maintain positive relationships: BSEM &amp; TLaC</li> <li>Access alternate classroom learning space: Job Centre/Buddy</li> </ul>	<ul style="list-style-type: none"> <li>Teacher</li> <li>Support Teacher Aide</li> <li>Job Centre</li> <li>Buddy Classroom</li> </ul>
Acceleration	Focus on safety/space and disengagement	<ul style="list-style-type: none"> <li>Give brief verbal redirection</li> <li>Allow processing time/wait</li> <li>Provide physical space</li> <li>Move others away</li> <li>Maintain calm body, language, voice</li> <li>Give brief verbal direction – choice then move away</li> <li>Avoid power struggle</li> <li>Access alternate classroom learning space: Calm Corner</li> <li>Contact Line Manager for assistance</li> </ul>	<ul style="list-style-type: none"> <li>Teacher</li> <li>Support Teacher Aide</li> <li>Calm Corner</li> <li>Line Manager</li> </ul>
Peak	Monitor & ensure safety	<ul style="list-style-type: none"> <li>Give brief verbal redirection</li> <li>Allow processing time/wait</li> <li>Provide physical space</li> <li>Move others away</li> <li>Take evasive action if necessary</li> <li>Limit language and interaction - Not time to problem solve</li> <li>Contact Line Manager for assistance</li> </ul>	<ul style="list-style-type: none"> <li>Line Manager</li> <li>Teacher</li> <li>Support Teacher Aide</li> </ul>
De-escalation	Minimal attention	<ul style="list-style-type: none"> <li>Speak calmly</li> <li>Acknowledge student's feelings</li> <li>Emphasise fresh start</li> </ul>	<ul style="list-style-type: none"> <li>Line Manager</li> <li>Teacher</li> <li>Support Teacher Aide</li> </ul>
Recovery	Re-establish routines and activities	<ul style="list-style-type: none"> <li>Reinforce appropriate behaviour</li> <li>Restorative discussions</li> <li>Offer support when calm</li> <li>Emphasise learning</li> <li>Teach alternative behaviour</li> <li>Provide practice opportunities for desired behaviour[s]</li> </ul>	<ul style="list-style-type: none"> <li>Line Manager</li> <li>Teacher</li> <li>Support Teacher Aide</li> </ul>



## Playground Behaviour Regulation Flowchart



PHASE	FOCUS	STRATEGIES	TEAM SUPPORT
Calm	Reinforce calm playground behaviours	Establish playground expectations explicitly Teach procedures and routines: PBL & BSEM Use verbal pre-correction prompts Provide high ratio (12:1) of positive acknowledgement – thumbs up, verbal praise, Pledge points Maintain positive relationships: BSEM Provide differentiated opportunities for social engagement Provide choices of games/play Get to know personal signs of distress of students	Teacher Support Teacher Aide
Trigger	Prevent and redirect	Modify the environment – suggest a different play area Modify the game/interaction Provide support with the game/interaction Support to use individualised strategies Allow time for student to respond to redirection Maintain positive relationships: BSEM & TLaC	Teacher Support Teacher Aide
Agitation	Reduce anxiety	Employ active listening Use empathy, speak calmly, be sincere Provide reassurance, seek clarification Reduce or remove demands Take 5: time with staff member on duty Co-regulation (1:1 support to apply individualised strategies) Offer controlled choice – X or Y, or offer boundaries Maintain positive relationships: BSEM & TLaC	Teacher Support Teacher Aide Time out space
Acceleration	Focus on safety/space and disengagement	Give brief verbal redirection Allow processing time/wait Take 5: time with staff member on duty Provide physical space Move others away Maintain calm body, language, voice Give brief verbal direction – choice then move away Avoid power struggle Contact Administration Team member for assistance	Administration team member Support Teacher Aide Time Out space Line Manager
Peak	Monitor & ensure safety	Give brief verbal redirection Allow processing time/wait Provide physical space Move others away Take evasive action if necessary Limit language and interaction – Not time to problem solve Contact Administration team member for assistance	Administration team member Teacher Support Teacher Aide
De-escalation	Minimal attention	Speak calmly Acknowledge student's feelings Emphasise fresh start	Line Manager Teacher Support Teacher Aide
Recovery	Re-establish routine and transition to classroom	Reinforce appropriate behaviour Restorative discussions Offer support when calm Emphasise learning Teach alternative behaviour Provide practice opportunities for desired behaviour(s)	Line Manager Teacher Support Teacher Aide

# DRESS CODE POLICY



Students at Brassall State School are expected to abide by the dress code.

Brassall State School community believes that a dress code will:

- Promote a sun safe school
- Promote a safe environment for learning by enabling ready identification of children attending the school and visitors to the school
- Promote an effective teaching and learning environment by eliminating the distraction of competition in dress and fashion at the school.
- Promote a supportive environment at the school by fostering a sense of belonging.
- Foster mutual respect among individuals at the school by minimising visible evidence of economic class or social differences.

## STANDARD FORMAL UNIFORM



### Summer

- Royal blue polo shirt
- Maroon unisex shorts / netball skirt / skort

### Winter

- Royal blue track top
- Maroon track pants

*Children who arrive at school wearing inappropriate attire will be requested to change. Parents will be phoned to change them, or other clothes will be given to the child to change into. If children do not have the approved apparel, they will not represent the school on excursions or at functions outside the school.*

### Shoes

Enclosed shoes or joggers

*Children wearing any footwear other than enclosed shoes or joggers will be sent to a supervised area at lunch time to play.*



## **Hats**

Maroon or royal blue full brim hat or reversible bucket hat

*No hat – No play*

## **Jewellery**

Acceptable jewellery is a watch, a set of studs or sleepers for ears.

*Special necklaces, rings, bangles for medical or religious purposes – must have a parental request letter forwarded to the school for Administration approval. Parents will be advised in writing of outcomes.*

## **Hair**

- Hair should be clean, neat and tidy.
- The fringe should not obstruct vision
- Hair longer than shoulder length should be tied back
- Hair must be styled in a fashion which does not prevent a hat being worn.

*If a child arrives at school with coloured hair, (e.g pinks, yellows, greens etc) parents/caregivers will be phoned to discuss our school's expectations. N.B Children will be told of any special days e.g Shave for a Cure, when coloured hair may be allowed.*

## **Body Markings**

*If a child arrives at school with a visible temporary tattoo, they will be requested to remove it.*

## **Make-up**

*If a child arrives at school wearing make-up, they will be requested to remove it.*

## **Nail Polish**

*If a child arrives at school wearing nail polish, they will be requested to remove it by the following day.*

## **Free Dress Day**

Clothes worn should conform with the following

- Shirt / top with sleeves
- Closed in shoes
- Hat

*Children who arrive at school wearing inappropriate attire – e.g Shirts/tops with offensive or inappropriate wording; immodest clothes including low cut tops, midriffs or short shorts / skirts – will be requested to change. Parents will be phoned to change them, or other clothes will be given to the child to change into.*

## **UNIFORM SHOP**

Our uniform can be purchased from our school Uniform Shop which is located at the front of the school hall. Enquire at the office for a price list and opening times.