

STUDENT WELLBEING AND ENGAGEMENT POLICY

PURPOSE

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

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

Mount Waverley North Primary School is committed to providing a safe, secure and stimulating learning environment for all students. We understand that students reach their full potential only when they are happy, healthy and safe, and that a positive school culture helps to engage students and support them in their learning. Our school acknowledges that student wellbeing and student learning outcomes are closely linked.

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

SCOPE

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

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- 1. School profile
- 2. School values, philosophy and vision
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IMPLEMENTATION

1.SCHOOL PROFILE

Mount Waverley North Primary School is the centre of a vibrant, active and supportive school community with strong parental involvement. We take pride in preparing our students to thrive in today and tomorrow's world as effective global citizens. We offer a challenging, meaningful and authentic curriculum in an environment of care, collaboration, enterprise and mutual respect. Developing social competence is a priority, with a whole school approach to student learning and wellbeing. The use of High Impact Teaching Strategies across all levels of the school allow us to deliver excellence in teaching and learning. Mount Waverley North Primary School promotes the value of living sustainably through coordinated programs and practices that educate the school community about environmental awareness and responsibilities. Our school motto is '*Aspire, Believe, Achieve*', and our prime focus is to enable our students to achieve success, particularly in Literacy and Numeracy, develop a strong feeling of confidence and self-worth and develop skills that enable them to contribute positively to society.

A strong emphasis on a developmental approach to Literacy and Numeracy, along with outstanding specialist programs are supported by a range of engaging and enriching school programs and extra-curricular activities both within and beyond the classroom. These include STEM Programs, Coding, Robotics, Chess, Choir, Drama and numerous Sporting activities. Mount Waverley North promotes academic excellence and creativity, recognising the importance of educating the 'whole child'.

Our learning spaces boast an abundance of spacious, contemporary and flexible learning spaces. We have a strong commitment to embedding Digital Technologies throughout our curricular areas and have invested in the latest technologies to enhance and engage our students. Our school grounds provide students with fun, safe and varied play spaces. A successful Outside School Hours Care program and facility is popular with families and complements our school provided Breakfast Club.

Our School values of Respect, Integrity, Excellence and Global Citizenship are central to the culture of our school and provide a strong framework for our Students, Staff and School Community to flourish.

2.SCHOOL VALUES, PHILOSOPHY AND VISION

Mount Waverley North Primary School is committed to providing a safe, supportive and inclusive environment for all students, staff and members of our community. Our school recognises the importance of the partnership between our school and parents and carers to support student learning, engagement and wellbeing. We share a commitment to, and a responsibility for, creating an inclusive and safe school environment for our students. The programs and teaching at Mount Waverley North Primary School support and promote the principles and practice of Australian democracy, including a commitment to:

- elected government
- the rule of law

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- equal rights for all before the law
- freedom of religion
- freedom of speech and association
- the values of openness and tolerance

School Vision

At Mount Waverley North Primary School we:

- Have high expectations and challenge ourselves to reach for aspirational goals
- Are an inclusive learning environment. Our students, families, staff and the wider community commit to positive relationships to achieve social-emotional wellbeing and academic success
- Cater for the needs of our students by providing engaging curriculum and innovative practices
- Nurture curiosity and inquiring minds by providing rich learning experiences.
- Are courageous, resourceful learners who are self-aware and empathetic.

School Values

At Mount Waverley North Primary School we promote a learning environment that engages all students, families and staff in working together as a learning community.

Our core School values are:

Respect - We respect ourselves, each other and the environment. We interact with others in a positive, courteous and kind manner. We celebrate our differences and diversity.

Integrity - We take responsibility for our actions and we are reliable and trustworthy. We are honest and truthful. We are fair and always give our best.

Excellence - We have high expectations of ourselves and those around us. We maintain a growth mindset and strive to achieve our goals. We seek continuous improvement.

Global Citizenship - We have an appreciation for and are curious about the world, its cultures and the diversity of its peoples. We are prepared to take action to better our world, both locally and beyond.

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3.ENGAGEMENT STRATEGIES

Mount Waverley North Primary School has developed a range of strategies to promote engagement, positive behaviour and respectful relationships for all students in our school. We acknowledge that some students may need extra social, emotional or educational support at school, and that the needs of students will change over time as they grow and learn.

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

Universal

- high and consistent expectations of all staff, students and parents and carers
- prioritise positive relationships between staff and students, recognising the fundamental role this plays in building and sustaining student wellbeing
- we engage in a Positive Education approach with our staff and students, with the aim of supporting the wellbeing of all students at our school (see Appendix 1)
- creating a culture that is inclusive, engaging and supportive
- welcoming all parents/carers and being responsive to them as partners in learning
- analysing and being responsive to a range of school data such as attendance, Attitudes to School Survey, parent survey data, student management data and school level assessment data
- deliver a guaranteed and viable curriculum based on the Victorian Curriculum
- teachers at Mount Waverley North Primary School follow a common instructional framework to ensure an explicit, consistent and shared model of instruction which is evidenced-based and supported by High Impact Teaching Strategies are incorporated into all lessons
- teachers at Mount Waverley North Primary School adopt a broad range of teaching and assessment approaches to effectively respond to the diverse learning styles, strengths and needs of our students and follow the standards set by the Victorian Institute of Teaching
- our school's Statement of Values are incorporated into our curriculum and promoted to students, staff and parents so that they are shared and celebrated as the foundation of our school community
- carefully planned transition programs to support students moving into different stages of their schooling
- positive behaviour and student achievement is acknowledged in the classroom, and formally in school assemblies and communication to parents
- monitor student attendance and implement attendance improvement strategies at a whole-school, cohort and individual level
- students have the opportunity to contribute to and provide feedback on decisions about school operations through the Student Representative Council and other forums including year group meetings. Students are also encouraged to speak with their teachers, Year Level Coordinator, Assistant Principal and Principal whenever they have any questions or concerns.
- create opportunities for cross—age connections amongst students through school plays, athletics, music programs and our Buddy programs

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- all students are encouraged to speak to their teacher, Year Level Leader, or a member of the Principal Team if they would like to discuss a particular issue or feel as though they may need support of any kind. We are proud to have an 'open door' policy where students and staff are partners in learning
- programs, incursions and excursions developed to address issue specific behaviour where required
- opportunities for student inclusion (i.e. sports teams, clubs, recess and lunchtime activities)

Targeted

- each year group has a Year Group Leader/Coordinator, a senior teacher responsible for their year, who monitor the health and wellbeing of students in their year, and act as a point of contact for students who may need additional support
- connect all Koorie students with a Koorie Engagement Support Officer
- all students in Out-of-Home-Care will be appointed a Learning Mentor, have an Individual Learning Plan and will be referred to Student Support Services for an Educational Needs Assessment
- wellbeing and health staff will undertake health promotion and social skills development in response to needs identified by student wellbeing data, classroom teachers or other school staff each year
- staff will apply a trauma-informed approach to working with students who have experienced trauma
- All students at risk will be monitored by teachers and Leadership. Support will be offered to the students and/or their family including SSSO, Family Services or other agencies as needed.

Individual

- Student Support Groups, see:
<http://www.education.vic.gov.au/school/principals/spag/participation/pages/supportgroups.aspx>
- Individual Learning Plans and Behaviour Support Plans
- Program for Students with Disabilities
- referral to School Chaplain and/or Student Support Services
- referral to ChildFirst
- Lookout Centre referrals

Mount Waverley North Primary School implements a range of strategies that support and promote individual engagement. These can include:

- building constructive relationships with students at risk or students who are vulnerable due to complex individual circumstances
- meeting with student and their parent/carer to talk about how best to help the student engage with school
- developing an Individual Learning Plan and/or a Behaviour Support Plan
- considering if any environmental changes need to be made, for example changing the classroom set up

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- referring the student to:
 - school-based wellbeing supports
 - Student Support Services
 - appropriate external supports such as council based youth and family services, other allied health professionals, headspace, child and adolescent mental health services or ChildFirst

Where necessary the school will support the student's family to engage by:

- being responsive and sensitive to changes in the student's circumstances and health and wellbeing
- collaborating, where appropriate and with the support of the student and their family, with any external allied health professionals, services or agencies that are supporting the student
- monitoring individual student attendance and developing an Attendance Improvement Plans in collaboration with the student and their family
- running regular Student Support Group meetings for all students:
 - with a disability
 - in Out of Home Care
 - and with other complex needs that require ongoing support and monitoring.

4.IDENTIFYING STUDENTS IN NEED OF SUPPORT

Mount Waverley North Primary School is committed to providing the necessary support to ensure our students are supported intellectually, emotionally and socially. All staff play a significant role in developing and implementing strategies help identify students in need of support and enhance student wellbeing. Mount Waverley North Primary School will utilise the following information and tools to identify students in need of extra emotional, social or educational support:

- personal, health and learning information gathered upon enrolment and while the student is enrolled
- attendance records
- academic performance
- observations by school staff such as changes in engagement, behaviour, self-care, social connectedness and motivation
- attendance, detention and suspension data
- engagement with families
- self-referrals or referrals from parents
- assessments/information performed by external providers
- Behaviour Support Plans, prior Individual Learning Plans, Student Support Group meetings.

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5. RIGHTS AND RESPONSIBILITIES

GUIDING PRINCIPLES

Schools have a responsibility to provide an educational environment that ensures that all students are valued and cared for, feel they are part of the school, and can engage effectively in their learning and experience success.

- the school will collaboratively develop and implement a fair and respectful whole-school engagement and behaviour management approach;
- the school's curriculum will include pro-social values and behaviour to enable students to acquire knowledge and skills, value diversity and build a culture of learning, community and engagement;
- the school will improve student outcomes through promoting active student participation;
- the school will support families to engage in their child's learning and build their capacity as active learners;
- the school will establish social, emotional and educational support for vulnerable students and monitor and evaluate progress;
- the school will have processes in place to identify and respond to individual students who require additional assistance and support;
- the school will build strong links with the local community to gain access to an extended network of community members, professionals and educators.

Rights

Every member of the Mount Waverley North Primary School community has a right to fully participate in an educational environment that is safe, caring, supportive and inclusive and built on positive relationships. Students have a right to learn in an environment that actively encourages a belief in equality and values differences. Everyone deserves to be treated with respect and dignity and enjoy an environment free from abuse, bullying (including cyber bullying), harassment, violence, discrimination and intimidation.

Responsibilities

Every member of the Mount Waverley North Primary School Community has the responsibility to:

- contribute to creating a safe and supportive environment
- respect the rights of other people
- treat each other as equals
- value differences.

STUDENT RIGHTS AND RESPONSIBILITIES

Students have the right to:

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

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Students have the responsibility to:

- participate fully in their educational program
- attend school regularly
- display positive behaviours that demonstrate respect for themselves, their peers, their teachers and members of the school community
- demonstrate respect for the rights of others, including the right to learn
- contribute to an engaging educational experience for themselves and other students
- gradually take greater responsibility for their own learning and participate as members of the whole school community. This involves developing as individual learners who increasingly manage their own learning and growth by setting goals and managing resources to achieve these goals
- display positive behaviours that demonstrate respect for themselves, their peers, their teachers and all other members of the school community
- speak politely and respectfully to students, teachers and others
- treat other students with mutual respect
- speak up if they are being abused, bullied or harassed
- speak out if they see someone else being abused, bullied or harassed
- respect the property of the school and others.

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

PARENT/CARER RIGHTS AND RESPONSIBILITIES

Parents/Carers have the right to:

- expect that their children will be educated in a safe, secure environment in which care, courtesy and respect for the rights of others are encouraged
- have open and respectful communication with the school regarding their child's learning and wellbeing.

Parents/Carers have the responsibility to:

- promote positive educational outcomes for their children by taking an active interest in their child's educational progress and by modelling and reinforcing positive behaviours
- ensure their child's regular attendance
- engage in constructive communication with school staff regarding their child's learning
- support the school in maintaining a safe and respectful learning environment for all students
- speak out if their child or someone else is being abused, bullied or harassed
- engage in positive dialogue with all members of the school community, treating others with respect and dignity
- value the differences of all community members
- actively support all school policies and protocols.

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SCHOOL STAFF RIGHTS AND RESPONSIBILITIES

School Staff have the right to:

- expect that they will be able to teach in an orderly and cooperative environment
- be informed, within Privacy requirements, about matters relating to students that will affect the teaching and learning program for that student.

School Staff have the responsibility to:

- demonstrate care, concern and compassion
- fairly, reasonably and consistently, implement the engagement, wellbeing and inclusion policy
- know how students learn and how to teach them effectively
- know the content they teach
- know their students
- plan and assess for effective learning
- create and maintain safe and challenging learning environments
- speak out and respond if someone else is being abused, bullied or harassed
- use a range of teaching strategies and resources to engage students in effective learning
- engage in positive dialogue with all members of the school community, treating others with respect and dignity
- fairly, reasonably and consistently implement the Student Wellbeing and Engagement Policy and Child Safe Code of Conduct, Processes and Procedures.

6.SHARED EXPECTATIONS

Mount Waverley North Primary School shares high expectations for the whole school community.

The shared school expectations include:

- development of an environment where all members behave in accordance with the school values, rights and responsibilities and code of conduct
- provision of a physical environment that is vibrant, stimulating, safe and inclusive, where student achievement is celebrated
- promotion of regular attendance
- inclusive teaching practices
- accessible educational provision for all students
- development and provision of appropriate, relevant and challenging curriculum that gives students the opportunity to experience success in their learning
- create a school environment that actively promotes positive relationships and child safety
- positive and continuous parent/carer partnerships and liaison
- community partnerships which engage families and the community in ways that support student achievement and success
- provision of appropriate student support services.

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7. STUDENT BEHAVIOURAL EXPECTATIONS

Behavioural expectations of students, staff and families are grounded in our school's Statement of Values. Student bullying behaviour will be responded to consistently with Mount Waverley North Primary School's Bullying Prevention policy.

When a student acts in breach of the behaviour standards of our school community, Mount Waverley North Primary School will institute a staged response, consistent with the Department's Student Engagement and Inclusion Guidelines. Where appropriate, parents will be informed about the inappropriate behaviour and the disciplinary action taken by teachers and other school staff.

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

Disciplinary measures that may be applied (in no particular order) include:

- advising a student that their behaviour is inappropriate and a reminder about expected behaviour in relation to the school values
- teacher controlled consequences such as moving a student within a classroom or other reasonable and proportionate responses to misbehaviour
- logical consequences
- parent notification
- referral to the Year Level Coordinator
- referral to the Principal Team
- restorative practices
- behaviour reviews
- suspension
- expulsion

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

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

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

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8.ENGAGING WITH FAMILIES

Mount Waverley North Primary School values the input of parents and carers, and we will strive to support families to engage in their child's learning and build their capacity as active learners. We aim to be partners in learning with parents and carers in our school community.

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

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

9. EVALUATION

Mount Waverley North Primary School will collect data each year to understand the frequency and types of wellbeing issues that are experienced by our students so that we can measure the success or otherwise of our school based strategies and identify emerging trends or needs.

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

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

This policy will be reviewed in line with the school's Evaluation of Policies Timetable.

FURTHER INFORMATION AND RESOURCES

Statement of School Values and Philosophy

Child Safe Standards

Curriculum Framework Policy

Bullying Prevention Policy

Attendance Policy

Health Care Needs Policy

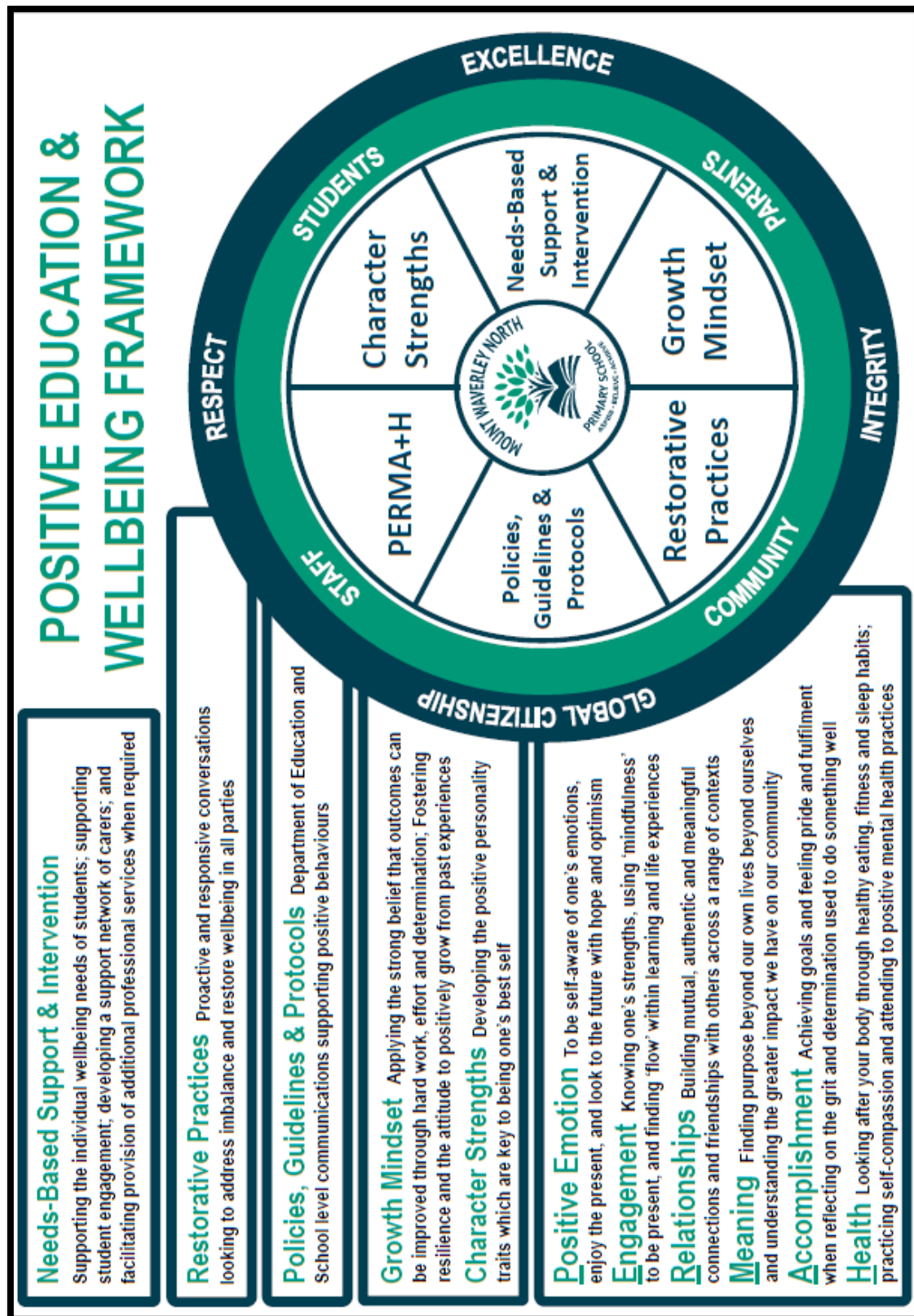
Inclusion and Diversity Policy

Student Leadership Policy

Catering for Individual Needs Policy

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APPENDIX 1 - Positive Education and Wellbeing Framework



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