



## POSITIVE BEHAVIOUR MANAGEMENT POLICY

<b>Issued</b>	June 2025	<b>Replaces</b>	March 2023	<b>Revision due</b>	June 2028
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It is in authentic relationships with one another that we truly come to know the love of Jesus.

"Forgive from your heart." [Matthew 18:35]

### **STATEMENT OF POLICY**

Positive Behaviour Management is the way in which strategies to regulate and reward positive behaviours are implemented in a constructive manner to reflect student growth and human dignity. These strategies provide appropriate consequences and opportunities for personal growth. It has the individual as its focus and reflects gospel values enabling all to grow.

The enactment of positive behaviour management principles aims to allow all members (students, staff and parents) to exercise and enjoy their rights and to accept their responsibilities. These principles must be consistent, fair, appropriate and just.

Positive Behaviour Management is an integral part of relationships at Ryan Catholic College. It takes into consideration: the needs of the individual (the student); the needs of the group (the class or the College) and the needs of the person responsible for the group (the staff member).

### **INTRODUCTION**

Ryan Catholic College seeks to be an inclusive community of faith where an atmosphere of love, respect and learning prevails. Within the College, we aim to enable students to grow as individuals and respect their human dignity. We seek to foster in students respect for self and others and pride in their College. In an atmosphere of forgiveness we seek to enable maturing students to develop a sense of accountability to themselves, to others and to God.

This policy applies to the behaviour of students at the College, on the way to and from the College and while away on College endorsed activities. It can also apply outside of College hours and off the premises where there is a clear and close connection between the College and the conduct of students.

Positive Behaviour Management is the shared responsibility of students, teachers, leadership, parents and the community.

In accepting the enrolment offer for the student, parents also accept that the student is admitted to the College on the condition that they will abide by the College Rules, Code of Conduct and Policies, including those regarding curriculum, behaviour, dress and well-being and that they will support these College expectations and policies in the interest of the wellbeing of the whole College community.

### **POLICY DIRECTIVE**

1. Clear expectations of acceptable behaviour will be set.
2. Positive behaviour will be acknowledged.
3. Accountability and implications of actions must be made explicit.

4. Behaviour Management will consider the age, developmental stage and needs of the student.
5. Where a conflict arises between the needs of the individual, the group or the person responsible for the group, then the following principles will be applied:
  - 5.1 It is the behaviour that is unacceptable, not the person.
  - 5.2 Each case must be dealt with on an individual basis and with procedural fairness.
  - 5.3 All issues will be dealt with in a timely manner appropriate to the circumstances.
  - 5.4 Communication with parents/caregivers will be timely, effective, sensitive and confidential.
  - 5.5 Any disciplinary action should be motivated by empathy and a desire to promote student development towards increased self-awareness.
  - 5.6 Outcomes must reflect the logical consequences of the behaviour, where possible.
  - 5.7 Outcomes will enable a student to restore relationships and encourage a commitment to demonstrate acceptable behaviour.
  - 5.8 The opportunity for reconciliation is an essential part of the positive behaviour management process.
6. Suspension or exclusion of students whose actions are considered to be a serious threat to the wellbeing of our College community is an option. In such cases, efforts must be made to affirm the dignity of the person.
  - 6.1 Suspension means that a student's right to attend College or classes has been withdrawn for a period of time. It may be "in College suspension", where the College changes the formal learning arrangements of the student or "out of College suspension", where the parents/caregivers take responsibility for the student.

Suspension is not intended as a punishment. It is only one strategy for managing inappropriate behaviour. Suspension serves three main purposes:

- (i) allows students time to reflect on their behaviour;
- (ii) allows students to acknowledge and accept responsibility for their behaviours which led to the suspension; and
- (iii) allows students to accept responsibility for changing their behaviour to meet the College's expectations in the future.

6.2 Exclusion means the total withdrawal of a student's right to attend the College. It involves termination of the contract entered into by the College, through the Principal, and the parent(s)/carer(s) at the time of enrolment. The decision to exclude rests exclusively with the Director of the Townsville Catholic Education Office.

6.3 Students will have access to pastoral care by College staff during the suspension period, or in the case of exclusion, families will receive assistance in finding alternative education for the student.

6.4 If the student does not demonstrate acceptable behaviour following the assistance offered by the College, then the decision to offer a final chance will be conveyed to the student and parents/carers, after which time the student may be excluded from the College.

## REFERENCE DOCUMENTS

- Diocesan Education Council - [Student Behaviour and Pastoral Support Policy](#)
- Diocesan Education Council - [Student Bullying: Prevention and Response Policy](#)
- [TCE Suspension and Enrolment Termination Procedures 2021](#)
- [TCE Positive Behaviour in Schools Guideline 2023](#)

## Revision History:

- [March 2022](#)
- [March 2023](#)