

# Behaviour Management Policy

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| <i>Issued</i> | <i>March 2016</i> | <i>Replaces</i> |  | <i>Revision due</i> | <i>March 2019</i> |
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## **RATIONALE:**

Behaviour Management is the sum total of the methods and strategies used in our College community to regulate behaviour in the College to achieve our goals for student development and to allow all members (students, staff and parents) to exercise and enjoy their rights and to accept their responsibilities. These methods, strategies and associated procedures must be consistent, fair, appropriate and just for all students.

Behaviour management is an integral part of the relationships within Ryan Catholic College. It has the individual as its focus and reflects gospel values enabling all to grow. It must affirm the dignity and worth of each person whilst creating an environment that facilitates the development and experience of responsible self-discipline.

A requirement for behaviour management occurs when a conflict arises between:

- the needs of the individual (the student);
- the needs of the group (the class or the College);
- the needs of the person responsible for the group (the teacher).

## **VALUES:**

Compassion, tolerance, forgiveness, reconciliation, mutual respect, justice, responsibility, truth, trust.

## **POLICY:**

Ryan Catholic College seeks to be a community of faith where an atmosphere of love, respect and learning prevails. Within the College we aim to enable students to grow as individuals respected for the dignity they have as persons. We seek to foster in students respect for self and others and a 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 from the College site on College endorsed activities. It can also apply outside of College hours and off College premises where there is a clear and close connection between the College and the conduct of students.

Behaviour Management is the shared responsibility of students, teachers, administration, parents and the community. Behaviour Management respects the freedom and rights of each person and group contributing to the common good of the entire community.

In accepting the enrolment offer for the student, parents also accept that the student is admitted to the school on the condition that he/she will abide by the school rules, codes of behaviour and policies, including those regarding curriculum, discipline, dress, conduct and well-being and that they will support these school expectations and policies in the interest of the wellbeing of the whole school community.

- IMPLEMENTATION:**
1. Clear expectations of acceptable behaviour will be set.
  2. Positive behaviour will be acknowledged.
  3. Accountability and implications of one's actions must be made explicit.
  4. Behaviour Management will consider the age and developmental stage 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 actions that are 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 both timely and effective.
    - 5.5 The innocent should not be punished along with the guilty.
    - 5.6 Any disciplinary action should be motivated by a desire to promote student development towards increased self-discipline.
    - 5.7 Outcomes must reflect the logical consequences of the behaviour where possible.
    - 5.8 Outcomes will enable a student to make reparation and encourage a commitment to an improvement in behaviour.
    - 5.9 The opportunity for reconciliation is an essential part of the disciplinary process.
  6. Suspension or expulsion 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 essential goodness of the person as far as possible.
    - 6.1 Suspension means that a student's right to attend school or classes has been withdrawn for a period of time. It may be in school suspension, where the school changes the formal learning arrangements of the student or out of school suspension, where the parent(s)/carer(s) take responsibility for the student.

Suspension is not intended as a punishment. It is only one strategy for managing inappropriate behaviour within the College. Suspension allows students time to reflect on their behaviour, to acknowledge and accept responsibility for their behaviours which led to the suspension and to accept responsibility for changing their behaviour to meet the College's expectations in the future.

- 6.2 The appropriate College staff will pastorally minister to the student during the suspension period, or, in the case of expulsion, seek to assist the family in finding alternative education for the student.
- 6.3 If the assistance offered by the College to the student is not effecting the desired improvement, then the decision to offer a final chance will be conveyed to the student and parents.
- 6.4 Expulsion means the total withdrawal of a student's right to attendance at the College. It involves termination of the contract entered into by the College, through the school principal, and the parent(s)/carer(s) at the time of enrolment. The decision to expel rests exclusively with the Director of the Townsville Catholic Education Office.