



## EASTSIDE LUTHERAN COLLEGE

### Behaviour Management Policy (summary)

*This is my commandment, that you love one another as I have loved you. John 15:12*

As a Community, our rules and expectations reflect those of the wider society. Of paramount importance is the need for students, staff and parents to feel respected and cared for. At the core of our beliefs is that positive relationships are the key to a safe, peaceful and productive environment.

Our central beliefs are:

- Students need to feel safe and loved before they can learn.
- Students need to experience certainty and structure in the College day.
- Students need to know the boundaries of acceptable behaviour.
- Students need consistency and high expectations.
- Students work best when parents and staff work harmoniously together in partnership.

At the College our expectations of students are:

- Communicate respectfully
- Move safely
- Allow others to learn
- Respect and care for property and the College environment
- Respect and show pride in self and the College
- Solve problems peacefully
- Treat others fairly

It is the belief of the College that students, parents and staff have rights and with those rights comes responsibilities. All behaviours have consequences and all behaviour is a choice and individuals must accept and take responsibility for that choice.

#### RIGHTS

- Students have the right to feel safe, secure and happy in an atmosphere where individual differences are accepted and expected and where they know what are expected appropriate behaviours and the consequences of inappropriate behaviours.
- Staff have the right to work in a professional, supportive College community where courtesy, kindness and respect are practised.
- Parents have the right to be able to participate in their child/ren's education by having open and honest communication with College personnel.

#### RESPONSIBILITIES

- Students have responsibilities to themselves and others for managing their own behaviour choices and to accept and own the consequences of these choices.

- Staff have a responsibility to model and encourage positive helpful behaviour choices, nurture self-esteem, respect and recognise individual differences.
- Parents have a responsibility to actively support and help their children to own and control their behaviour choices and to respect the professional standing of teachers and convey that respect to their child/ren.

#### UNACCEPTABLE AND INAPPROPRIATE BEHAVIOUR

**Unacceptable behaviour refers to that which interferes with the rights of the members of the College community.**

Inappropriate behaviour includes:

- Behaviour which contradicts the values of Eastside Lutheran College
- Behaviour that does not respect the needs of self or others, thus affecting safety, happiness and self-worth.
- Behaviour that disrupts the learning environment, thus affecting the rights of others to learn or teach.
- Verbal, physical or psychological abuse.
- Bullying or harassment.

#### **Consequences of persistent inappropriate behaviours**

*The only thing necessary for the triumph of evil is for good men to do nothing.*

*Edmund Burke.*

*If you do nothing in a difficult time, your strength is limited.*

*Proverbs 24:10*

In all situations when dealing with inappropriate behaviour from any ELC community member the 'Reflect, Repair and Restore' process is enacted. This provides the College community member with the opportunity to reflect upon the consequences of their behaviour to themselves and others, consider an appropriate action that may repair the damage or distress caused by the behaviour and restore harmony to the situation. All inappropriate behaviours are dealt with taking into consideration the level of severity of the inappropriate behaviour and the effect of that behaviour on others in the College community.

At the College it is important to know that there are several exceptional circumstances in which deliberate and decisive action is immediately taken to preserve the safety of all members of the community. These circumstances are the involvement in and /or the not reporting of:

- Bringing illicit drugs to the College and/ or dealing in illicit drugs.
- Threatening, planning and carrying out physical acts of violence.
- Inappropriate or illegal use of Social Media that may harm others and/ or the College reputation.

It is an expectation of the College that students, parents and staff members report these serious instances **immediately**, so appropriate action can be taken. This may include the involvement of the police and immediate expulsion of the person/s from the College.

We instil into our students that being a 'bystander' and knowing something is harmful or wrong and doing nothing is not an acceptable response. There is a difference between

*'dobbing'* and reporting something that is harmful to a student or students or the College's reputation for being a safe place. We believe strongly that students must feel safe to learn and that every member of the community is responsible for fostering the culture of safety within the College.

*Please note: Due to our strong pastoral care and the use of proactive strategies at the College, we have very few behaviour problems.*