**Introduction**

Cornish College takes its responsibility to provide a safe, secure and supportive environment for all members of its community very seriously. As a College committed to ‘sustainable life for all, forever’ we see the principle of caring for yourself, others and the natural world as fundamental to the development of a positive learning environment. The way that we expect members of our community to interact with each other is governed by our core values of respect, tolerance, honesty, kindness, humility, integrity, justice and responsibility.

Expectations of student behaviour are enhanced through the use of the IB Learner Profile and the International Baccalaureate Learner Profiles and the establishment of Essential Agreements between staff and students in all classrooms.

Our purpose is to inspire all in our community to make a positive difference to the world in which they live. As a school of the Uniting Church we believe in the biblical principle of ‘doing unto others as you would have them do unto you’ (Matthew 7:12) as a guide to all behaviours. It is an expectation that the behaviour of all members of the College will bring credit on themselves and the College.

**Rationale**

The rationale behind the development of this Student Management policy is that it:

- promotes and enhances ‘personal sustainability’.
- creates a healthy, safe, secure and supportive environment where all members of the community can learn without disruption, free from harassment or threat.
- recognises and protects the rights of others
- emphasises the importance of proactive rather than reactive responses
- enhances both personal and intellectual growth

**Scope**

This policy applies to all members of the Cornish College community.

**Rights and Responsibilities**

Each member of the community has the responsibility:

- to support and encourage others in the exercise of their rights
- for being an active learner
- to participate fully in the life of the College
- to do his/her best
- for his/her behaviour and its consequences
- to uphold the core values of the College

Respecting the rights of others includes:

- doing no harm – avoiding all physical, verbal and written harassment and behaviours such as gestures and exclusion that attempt to put down, hurt or offend someone else.
- doing some good – greeting and acknowledging people, cooperation with and complimenting others, helping and assisting instead of being a bystander and treating everyone with respect and understanding.

**Parent Rights:**

At Cornish College we recognise that students wellbeing is best met through a partnership between parents/guardians and the College and as equal partners they have a right to:

- be informed of any behaviours deemed to be a concern by the staff
- have concerns dealt with in accordance with this policy
- address concerns expressed by the college in a timely and courteous manner
- a timely, clear and courteous response their queries/concerns
- appropriate and reasonable support
- be provided with information on general school activities
POLICY: STUDENT WELFARE
Student Management

Statutory Legislation & Considerations
Education and Training Reform Act 2006
Schedule 2, 12 Care, Safety and Welfare of Students

As active partners in this process, parents have a responsibility to

- model appropriate behaviours
- support school practices and procedures including all conditions of enrolment
- constructively assist in the promotion of a positive school image and reputation
- share with the College any relevant information about a student’s capacity to learn or interact with others.

Student Management Strategies

Restorative Practice

The centre piece of Cornish College’s approach to the management of student’s behaviour is Restorative Practice which is a philosophy and a set of practices that aim to repair the harm and solve the problem rather than punishing the offender(s). At the heart of Restorative Practice is the belief in the Christian belief that reconciliation is integral to any personal growth. Allowing young people when they have made an error of judgment to rebuild and repair the damage to their relationship caused by their actions is central to this approach. This whole school approach builds on the important notion of connectedness in a school community. Connectedness in terms of building positive relationships is one of the most protective factors we can offer young people. When things go wrong the Restorative Practice processes provide the opportunity for disengaged students to reconnect with the school community.

Guidelines

Restorative Practice processes will assist students to learn from their mistakes, recognise their differences and to resolve problems with others.

All staff are responsible for creating and maintaining a positive climate in which children, staff and parents feel valued, secure and accepted.

Members of the Executive Management team operate as key resources in the Restorative Justice program.

Annual workshops are conducted to instruct new members of staff in the conflict resolution skills of the program.

A Restorative Practice approach necessitates the following:

- support for the victimised person
- preliminary investigation to clearly understand the issues before the process is implemented
- agreement that the goal is to solve the problem rather than interrogate, punish, blame or label individuals
- meet the perpetrator(s) individually to encourage acknowledgement of the situation and to develop a constructive response and a plan to change behaviour.
- respectful facilitation by trained people
- follow up monitoring of the victimised person to ensure the agreement is being met.
Consequences of Unacceptable Behaviour

Consequences of unacceptable behaviour will depend on the nature and the seriousness of the behaviour but may include any of the following:

- reprimand by the class teacher or section Team Leader
- referral to the College Counsellor, Deputy Principal, Principal
- contacting parents
- restorative Justice Conversation
- withdrawal or exclusion
- student self-monitoring, daily report
- formal apology, written contract, restitution or community service
- in school suspension
- issue of formal warning
- probationary enrolment
- termination of enrolment

Termination of enrolment in the case of serious offences

When it becomes clear that a student is not responding to the College’s pastoral and student management processes, the Principal retains the right to terminate a student’s enrolment at the College, after consultation with the Chair of College Council.

Should the parents of a student whose enrolment has been terminated wish to appeal the decision, they can do so in writing to the Executive Committee of the College Council.

Serious Offences

The following are regarded as serious both within the College, on College activities, or on excursions and trips:

- harassment (physical or emotional)
- the supply or possession or consumption of alcohol or drugs
- being under the influence of alcohol or drugs whilst participating in College activity
- vandalism including any damage to College infrastructure and interference with the College’s computer system
- serious breach of the College’s ICT User Agreement
- serious breach of the College’s Social Media Policy
Out of College Behaviour

Clearly behaviour outside of the College, in a student’s private time, is that individual’s responsibility and a matter for them, their parents and the law, if appropriate. However, with student use of social media, there has been a blurring of the separation between school matters and out of school matters and students and parents need to know that if the College becomes aware of behaviours occurring outside of the college that place a student ‘at risk’ the college has a Duty of Care which may necessitate a report in the first instance to ‘Child First’ or to Human Services. In cases of student behaviour outside of the College that has the potential to cause damage to the student or the College’s reputation the College will respond accordingly and this may involve any of the sanctions outlined in this document.

Policy Availability

This policy will be readily accessible to all staff, families and visitors, and ongoing feedback on this policy will be invited.

Review

Management and staff will monitor and review the effectiveness of the Student Management Policy regularly. Updated information will be incorporated as needed.