



Queensland
Government

Lowmead State School

Student Code of Conduct 2020-2023

Every student succeeding

Every student succeeding is the shared vision of Queensland state schools. Our vision shapes regional and school planning to ensure every student receives the support needed to belong to the school community, engage purposefully in learning and experience academic success.

Queensland Department of Education
State Schools Strategy 2020-2024

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Endorsement

Principal Name:	Serena Johnstone
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Principal Signature:	
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Date:	06-11-2020
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P/C President and-or School Council Chair Name:	Sha Row
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P/C President and-or School Council Chair Signature:	
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Date:	06-11-2020
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Purpose

Lowmead State School is committed to providing a safe, respectful and disciplined learning environment for all students, staff, parents and visitors, where students have opportunities to engage in quality learning experiences and acquire values supportive of their lifelong wellbeing.

Lowmead State School *Student Code of Conduct* sets out the responsibilities and processes we use in our school to promote a productive, effective whole school approach to discipline.

Its purpose is to facilitate high standards of behaviour from all in the school community, ensuring learning and teaching in our school is prioritised, where all students are able to experience success and staff enjoy a safe workplace.

Principal's Foreward

At Lowmead State School we believe strong, positive relationships between all members of our school are the foundation to supporting the success of all students.

Lowmead State School staff take an educative approach to discipline, that behaviour can be taught and that mistakes are opportunities for everyone to learn. Our Student Code of Conduct provides an overview of the school's local policies on use of mobile phones and other technology, removal of student property and the approach to preventing and addressing incidents of bullying. It also details the steps school staff take to educate students about these policies and how students are explicitly taught the expected behaviours. Finally, it details the consequences that may apply when students breach the expected standards of behaviour, including the use of suspension or exclusion.

Lowmead State School *Student Code of Conduct* provides a clear explanation of what we expect from students and how we will support them to meet those expectations.

Whole School Approach to Discipline

Lowmead State School uses Positive Behaviour for Learning (PBL) as the multi-tiered system of support for discipline in the school. This is a whole-school approach, used in all classrooms and programs offered through the school, including sporting activities and excursions.

PBL is an evidence-based framework used to:

- analyse and improve student behaviour and learning outcomes
- ensure that only evidence-based practices are used correctly by teachers to support students
- continually support staff members to maintain consistent school and classroom improvement practices.

At Lowmead State School we believe discipline is about more than punishment. It is a word that reflects our belief that student behaviour is a part of the overall teaching and learning approach in our school. Our staff take responsibility for making their expectations clear, for providing supportive instruction about how to meet these expectations and strive to use behavioural incidents as opportunities to re-teach.

The development of the Lowmead State School Student Code of Conduct is an opportunity to explain the PBL framework with parents and students, and gain their support to implement a consistent approach to teaching behaviour. The language and expectations of PBL can be used in any environment, including the home setting for students. Doing everything we can do to set students up for success is a shared goal of every parent and school staff member.

Any students or parents who have questions or would like to discuss the Student Code of Conduct or PBL are encouraged to speak with the class teacher or make an appointment to meet with the principal.

PBL Expectations

Our staff are committed to delivering a high quality of education for every student, and believe all adults in the school, whether visiting or working, should meet the same four Positive Behaviour for Learning (PBL) expectations in place for students, being Respectful, Responsible, Safe and a Learner.

Students

Below are examples of what these PBL expectations look like for students across the school. In addition, each classroom will have their own set of examples to help students and visitors understand the expectations and meet the standards we hold for everyone at Lowmead State School

Respectful

- Wear full school uniform
- Use kind words and actions
- Respect yourselves, others and school
- Follow instructions first time, every time without complaint

Responsible

- Use school language at all times
- Get along with others
- Be punctual
- Ask permission before leaving an area
- Follow instructions, first time, every time without complaint.
- Accept consequences for your behaviour

Safe

- Take care of self and others- socially, emotionally and physical
- Follow instructions first time, every time
- Use equipment correctly
- Keep hands, feet and objects to yourself
- Walk calmly and quietly
- Be sun safe

Learner

- Be on time for learning
- Be in the right place at the right time
- Be a whole body listener
- Ask for help
- Follow instructions first time, every time



Parents and staff

The table below explains the PBL expectations for parents when visiting our school and the standards we commit to as staff.

Respectful

<i>What we expect to see from you</i>	<i>What you can expect from us</i>
You make an appointment to speak with the class teacher or principal to discuss any matters relating to your child.	We will respond as soon as practicable to your request for an appointment and negotiate a mutually agreeable date and time with you.
You are respectful in your conversations at home about school staff.	We will ensure positive behaviours are role modelled for all students.
You take a positive, solution-focused approach to resolving complaints.	We will nominate a contact person for you to work with to resolve a school related complaint.
You respect school, student and staff privacy in your online communications.	We will act quickly to address social media issues that affect staff, students or families.
You respect the obligation of staff to maintain student and family privacy.	We will maintain confidentiality about information relating to your child and family.

Responsible

<i>What we expect to see from you</i>	<i>What you can expect from us</i>
You recognise people are different and will be non-judgemental, fair and equitable to others in the school community.	We will welcome and celebrate a diverse school community with recognition of significant social, cultural and historical events
You approach the class teacher or principal if you are concerned about the behaviour of a staff member, another student or parent	We will work with every family to quickly address any complaints or concerns about the behaviour of staff, students or other parents
You ensure your children attend school every day and notify the school promptly of any absences or changes in contact details.	We will create a safe, supportive and inclusive environment for every student.
You notice when others need help, parents, staff and students, and ask if there is anything you do to assist.	We will check in with you about your child's needs or any support your family may require.
You help your child to see the strengths and benefits in diversity and difference in their classmates.	We will promote every child's individuality and build a cohesive, inclusive classroom and school culture.

Safe

<i>What we expect to see from you</i>	<i>What you can expect from us</i>
You leave and collect your child from the designated area at school.	We will give clear guidance about a designated area for parents to leave and collect students.
You will actively supervise your child before school start and finish times.	We will actively supervise your child during school hours.
You will model safe behaviours when interacting with students, other parents and staff.	We will model safe behaviours when interacting with students, parents and other staff.

Learner

<i>What we expect to see from you</i>	<i>What you can expect from us</i>
You support your child to meet the learning and behavioural expectations at school.	We are clear about our learning and behavioural expectations, and contact you to provide regular feedback about your child's progress.
You stay informed about school news and activities by reading the school newsletter and other materials sent home by school staff.	We will use the electronic school newsletter as the primary means of notifying parents about school news, excursions or events.
You share relevant information about your child's learning, social and behavioural needs with school staff.	We will share relevant information with you about your child's learning, social and behavioural progress at school.
You seek out opportunities to provide positive feedback to the classroom teacher about their work with the class, a student or colleagues	We will work closely with families to accommodate their personal needs, including work commitments, finances and family structure.

Consideration of Individual Circumstances

Staff at Lowmead State School take into account students' individual circumstances, such as their behaviour history, disability, mental health and wellbeing, religious and cultural considerations, home environment and care arrangements when teaching expectations, responding to inappropriate behaviour or applying a disciplinary consequence.

In considering the individual circumstances of each student, we recognise that the way we teach, the support we provide and the way we respond to students will differ. This reflects the principle of equality, where every student is given the support they need to be successful. This also means that not everyone will be treated the same, because treating everyone the same is not fair. For example, some students need additional support to interpret or understand an expectation. Others may benefit from more opportunities to practise a required skill or behaviour. For a small number of students, the use of certain disciplinary consequences may be considered inappropriate or ineffective due to complex trauma or family circumstances. These are all matters that our teachers and principal consider with each individual student in both the instruction of behaviour and the response to behaviour.

Our teachers are also obliged by law to respect and protect the privacy of individual students, so while we understand the interest of other students, staff and parents to know what punishment another student might have received, we will not disclose or discuss this information with anyone but the student's family. This applies even if the behavioural incident, such as bullying, involves your child. You can be assured that school staff take all matters, such as bullying, very seriously and will address them appropriately. We expect that parents and students will respect the privacy of other students and families.

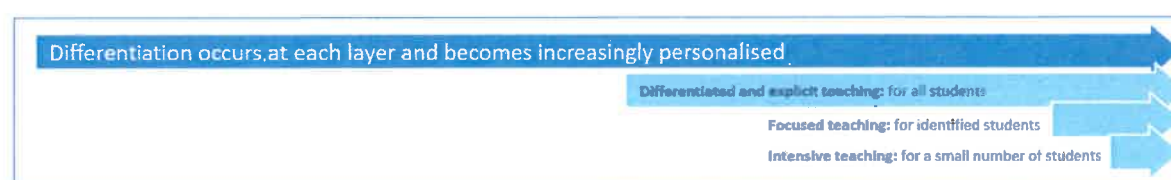
If you have concerns about the behaviour of another student at the school, or the way our staff have responded to their behaviour, please make an appointment with the principal to discuss the matter.

Differentiated and Explicit Teaching

Lowmead State School is a disciplined school environment that provides differentiated teaching to respond to the learning needs of all students. This involves teaching expected behaviours and providing opportunities for students to practise these behaviours. Teachers reinforce expected behaviours, provide feedback and correction, and opportunities for practise.


Teachers at Lowmead State School vary what students are taught, how they are taught and how students can demonstrate what they know as part of this differentiated approach to behaviour. These decisions about differentiation are made in response to data and day-to-day monitoring that indicates the behavioural learning needs of students. This enables our teachers to purposefully plan a variety of ways to engage students; assist them to achieve the expected learning; and to demonstrate their learning.

There are three main layers to differentiation, as illustrated in the diagram below. This model is the same used for academic and pedagogical differentiation.



These three layers map directly to the tiered approach discussed earlier in the Learning and Behaviour section. For example, in the PBL framework, Tier 1 is differentiated and explicit teaching for all students, Tier 2 is focussed teaching for identified students and Tier 3 is intensive teaching for a small number of students. Each layer provides progressively more personalised supports for students.

Every classroom in our school uses the PBL Expectations Matrix, illustrated below, as a basis for developing their behaviour standards. Using this matrix, the class teacher works with all students to explain exactly what each of the expectations look, sound and feel like in their classroom. The completed matrix is on display in every classroom, used as the basis of teaching expectations throughout the year and revisited regularly to address any new or emerging issues.

 LOWMEAD STATE SCHOOL PBL SCHOOL WIDE EXPECTATIONS MATRIX				
	BE RESPECTFUL	BE RESPONSIBLE	BE SAFE	BE A LEARNER
ALL AREAS	<ul style="list-style-type: none"> Wear full school uniform Use kind words and actions. Respect yourselves, others and school. Follow instructions first time, every time without complaining. 	<ul style="list-style-type: none"> Use school language at all times Get along with others Be punctual Ask permission before leaving an area Follow instructions, first time, every time without complaint. Accept consequences for your behaviour 	<ul style="list-style-type: none"> Use equipment correctly Keep hands, feet and objects to yourself Walk calmly and quietly Be sun safe 	<ul style="list-style-type: none"> Be on time for learning Be in the right place at the right time Show whole body listening Ask for help Follow instructions first time, every time
CLASSROOM	<ul style="list-style-type: none"> Respect equipment & belongings Raise your hand to speak Show whole body listening. Respect the teacher's right to teach and the right of others to learn 	<ul style="list-style-type: none"> Be prepared and punctual Keep work space tidy Keep the classroom tidy Do your best Be in the right place at the right time Follow instructions first time, every time 	<ul style="list-style-type: none"> Walk Enter and exit room calmly and quietly Ask permission to leave the classroom Only be in classroom when a teacher is present Use equipment correctly 	<ul style="list-style-type: none"> Be organised for learning Show whole body listening Ask for help Complete set tasks Do your best Learn and let others learn
ONLINE	<ul style="list-style-type: none"> Be courteous and polite Respect others' right to use online resources free from interference or bullying Keep any usernames or passwords private 	<ul style="list-style-type: none"> Use equipment and electronic devices responsibly 	<ul style="list-style-type: none"> Participate in use of approved online sites and educational games Post appropriate content only, online Keep private information private Report online bullying 	<ul style="list-style-type: none"> Report any unacceptable behaviour to a teacher
EATING/TRANSITION	<ul style="list-style-type: none"> Line up in sharp lines. Walk calmly and quietly Let my teacher know where I'm going 	<ul style="list-style-type: none"> Sit whilst eating Keep your food to yourself Put your rubbish in the bin Be responsible for your belongings – lunch boxes, hats and water bottles 	<ul style="list-style-type: none"> Walk calmly and quietly on the concrete Remain seated in designated area until released by staff Sit whilst eating Keep food in eating areas Sit or stand quietly in line when waiting for your teacher 	<ul style="list-style-type: none"> Make healthy food choices Show whole body listening Follow instructions first time, every time
PLAYGROUND	<ul style="list-style-type: none"> Play fairly – take turns, invite others to join in and follow rules Consider the age and ability of others. Use school language Care for the environment 	<ul style="list-style-type: none"> Play in the correct areas Share with others Look after other students if they need some help Use and respond to the stop signal (STOP, WALK, TALK) Look after equipment Return equipment at end of playtimes 	<ul style="list-style-type: none"> Play by the rules of the game walk on the concrete around buildings Keep your hands feet and objects to yourself Use equipment correctly Only play in supervised areas No hat! No shoes! No play in the sun today. Sticks and stones stay on the ground 	<ul style="list-style-type: none"> Be a problem solver Return equipment to correct place Play by the agreed upon rules
TOILETS	<ul style="list-style-type: none"> Respect privacy of others Straight in, straight out. 	<ul style="list-style-type: none"> Return to class promptly Use water responsibly 	<ul style="list-style-type: none"> Use toilets correctly Wash hands Give others privacy In class time, walk to toilets with a buddy 	<ul style="list-style-type: none"> Use toilets during breaks Set high standards of hygiene
COMMUNITY	<ul style="list-style-type: none"> Use school language Show pride in self and school Set a good example as a Lowmead State School student 	<ul style="list-style-type: none"> Care for others Be organised Look after equipment and own belongings Take responsibility for your behaviour Represent our school with pride 	<ul style="list-style-type: none"> Wear full school uniform Follow instructions first time, every time without complaining. Follow bus Code of Conduct Wait in designated areas Obey safety rules for road, rail and bus 	<ul style="list-style-type: none"> Show whole body listening Involve yourself in the learning Look after your own belongings

Focused Teaching

Approximately 15% of all students in any school or classroom may require additional support to meet behaviour expectations, even after being provided with differentiated and explicit teaching. These students may have difficulty meeting behavioural expectations in a particular period of the day or as part of a learning area/subject, and focused teaching is provided to help them achieve success.

Focused teaching involves revisiting key behavioural concepts and/or skills and using explicit and structured teaching strategies in particular aspects of a behaviour skill. Focused teaching provides students with more opportunities to practise skills and multiple opportunities to achieve the intended learning and expected behaviour.

Support staff, including teachers with specialist expertise in learning, language or development, work collaboratively with class teachers at Lowmead State School to provide focused teaching. Focused teaching is aligned to the PBL Expectations Matrix, and student progress is monitored by the classroom teacher/s to identify those who:

- no longer require the additional support
- require ongoing focussed teaching
- require intensive teaching.

Lowmead State School has a range of Student Support Network staff in place to help arrange and deliver focused teaching to students who need more support to meet expectations. In addition, the school invests in the following evidence-informed programs to address specific skill development for some students:

- Functional Based Assessment.

Intensive Teaching

Research evidence shows that even in an effective, well-functioning school there will always be approximately 5% of the student population who require intensive teaching to achieve behavioural expectations. Intensive teaching involves frequent and explicit instruction, with individuals or in small groups, to develop mastery of basic behavioural concepts, skills and knowledge.

Some students may require intensive teaching for a short period, for particular behaviour skills. Other students may require intensive teaching for a more prolonged period. Decisions about the approach will be made based on data collected from their teacher or teachers, and following consultation with the student's family.

For a small number of students who continue to display behaviours that are deemed complex and challenging, then individualised, function-based behaviour assessment and support plans and multi-agency collaboration may be provided to support the student. This approach will seek to address the acute impact of barriers to learning and participation faced by students who are negotiating a number of complex personal issues.

Students who require intensive teaching will be assigned an individual mentor at the school that will oversee the coordination of their program, communicate with stakeholders and directly consult with the student.

Disciplinary Consequences

The disciplinary consequences model used at Lowmead State School follows the same differentiated approach used in the proactive teaching and support of student behavioural expectations.

The majority of students will be confident and capable of meeting established expectations that are clear, explicitly taught and practised. In-class corrective feedback, sanctions and rule reminders may be used by teachers to respond to low-level or minor problem behaviours.

Some students will need additional support, time and opportunities to practise expected behaviours. Approximately 15% of the student population may experience difficulty with meeting the stated expectations, and even with focussed teaching, in-class corrective feedback, sanctions and rule reminders continue to display low-level problem behaviour. A continued pattern of low-level behaviour can interfere with teaching and learning for the whole class, and a decision may be needed by the class teacher to refer the student to the school administration team immediately for determination of a disciplinary consequence.

For a small number of students, approximately 2-5%, a high level of differentiated support or intensive teaching is required to enable them to meet the behavioural expectations. This may be needed throughout the school year on a continuous basis. The determination of the need will be made by the principal in consultation with staff and other relevant stakeholders. On occasion the behaviour of a student may be so serious, such as causing harm to other students or to staff, that the principal may determine that an out of school suspension or exclusion is necessary as a consequence for the student's behaviour. Usually this course of action is only taken when the behaviour is either so serious as to warrant immediate removal of the student for the safety of others, and no other alternative discipline strategy is considered sufficient to deal with the problem behaviour.

The differentiated responses to problem behaviour can be organised into three tiers, with increasing intensity of support and consequences to address behaviour that endangers others or causes major, ongoing interference with class or school operations.

Differentiated

Class teacher provides in-class or in-school disciplinary responses to low-level or minor problem behaviour. This may include:

- Pre-correction (e.g. "Remember, walk quietly to your seat")
- Non-verbal and visual cues (e.g. posters, hand gestures)
- Whole class practising of routines
- Ratio of 5 positive to 1 negative commentary or feedback to class
- Corrective feedback (e.g. "Hand up when you want to ask a question")
- Rule reminders (e.g. "When the bell goes, stay seated until I dismiss you")
- Explicit behavioural instructions (e.g. "Pick up your pencil")
- Proximity control
- Tactical ignoring of inappropriate behaviour (not student)
- Revised seating plan and relocation of student/s
- Individual positive reinforcement for appropriate behaviour
- Classwide incentives
- Reminders of incentives or class goals
- Redirection
- Low voice and tone for individual instructions
- Give 30 second 'take-up' time for student/s to process instruction/s

- Reduce verbal language
- Break down tasks into smaller chunks
- Provide positive choice of task order (e.g. "Which one do you want to start with?")
- Prompt student to take a break or time away in class
- Model appropriate language, problem solving and verbalise thinking process (e.g. "I'm not sure what is the next step, who can help me?")
- Provide demonstration of expected behaviour
- Peer consequence (e.g. corrective feedback to influential peer demonstrating same problem behaviour)
- Private discussion with student about expected behaviour
- Reprimand for inappropriate behaviour
- Warning of more serious consequences (e.g. removal from classroom)
- Detention

Focussed

Class teacher is supported by other school-based staff to address in-class problem behaviour. This may include:

- Functional Behaviour Assessment
- Individual student behaviour support strategies (e.g. Student behaviour plan)
- Targeted skills teaching in small group
- Token economy
- Detention
- Behavioural contract
- Counselling and guidance support
- Self-monitoring plan
- Check in Check Out strategy
- Teacher coaching and debriefing
- Referral to Student Support Network for team based problem solving
- Stakeholder meeting with parents and external agencies

Intensive

School leadership team work in consultation with Student Support Network to address persistent or ongoing serious problem behaviour. This may include:

- Functional Behaviour Assessment based individual support plan
- Complex case management and review
- Stakeholder meeting with parents and external agencies including regional specialists
- Temporary removal of student property (e.g. mobile phone)
- Short term suspension (up to 10 school days)
- Long term suspension (up to 20 school days)
- Charge related suspension (student has been charged with a serious criminal offence is suspended from school until the charge has been dealt with by the relevant justice authorities)
- Suspension pending exclusion (student is suspended from school pending a decision by the Director-General or delegate (principal) about their exclusion from school)
- Exclusion (student is excluded from a particular state school site, a group of state schools or all state schools in Queensland for a defined period of time or permanently)

School Disciplinary Absences

A School Disciplinary Absence (SDA) is an enforced period of absence from attending a Queensland state school, applied by the Principal as a consequence to address poor student behaviour. There are four types of SDA:

- Short suspension (1 to 10 school days)
- Long suspension (11 to 20 school days)
- Charge-related suspension
- Exclusion (period of not more than one year or permanently).

At Lowmead State School, the use of any SDA is considered a very serious decision. It is typically only used by the Principal when other options have been exhausted or the student's behaviour is so dangerous that continued attendance at the school is considered a risk to the safety or wellbeing of the school community.

Parents and students may appeal a long suspension, charge-related suspension or exclusion decision. A review will be conducted by the Director-General or their delegate, and a decision made within 40 school days to confirm, amend/vary or set aside the original SDA decision by the Principal.

The appeal process is a thorough review of all documentation associated with the SDA decision and provides an opportunity for both the school and the family to present their case in the matter. Time is afforded for collection, dissemination and response to the materials by both the school and the family. It is important that the purpose of the appeal is understood so that expectations are clear, and appropriate supports are in place to ensure students can continue to access their education while completing their SDA.

Re-entry following suspension

Students who are suspended from Lowmead State School may be invited to attend a re-entry meeting on the day of their scheduled return to school. The main purpose of this meeting is to welcome the student, with their parent/s, back to the school. It is **not a time** to review the student's behaviour or the decision to suspend, the student has already received a punishment through their disciplinary absence from school. The aim of the re-entry meeting is for school staff to set the student up for future success and strengthen home-school communication.

It is not mandatory for the student or their parents to attend a re-entry meeting. It may be offered as a support for the student to assist in their successful re-engagement in school following suspension.

Arrangements

The invitation to attend the re-entry meeting will be communicated via telephone and in writing, usually via email. Re-entry meetings are short, taking less than 10 minutes, and kept small with only the Principal or their delegate attending with the student and their parent/s.

A record of the meeting is saved in OneSchool, under the Contact tab, including any notes or discussions occurring during the meeting.

Structure

The structure of the re-meeting should follow a set agenda, shared in advance with the student and their family. If additional items are raised for discussion, a separate arrangement should be made to meet with the parent/s at a later date and time. This meeting should be narrowly focussed on making the student and their family feel welcome back into the school community.

Possible agenda:

- Welcome back to school
- Check in on student wellbeing
- Discuss any recent changes to school routine or staffing
- Offer information about supports available (e.g. guidance officer)
- Set a date for follow-up
- Thank student and parent/s for attending
- Walk with student to classroom

Reasonable adjustments

In planning the re-entry meeting, school staff will consider reasonable adjustments needed to support the attendance and engagement of the student. This includes selecting an appropriate and accessible meeting space, organising translation or interpretation services or supports (e.g. AUSLAN), provision of written and/or pictorial information and other relevant accommodations. The inclusion of support staff, such as guidance officers or Community Education Counsellors, may also offer important advice to ensure a successful outcome to the re-entry meeting.

Lowmead State School makes systematic efforts to prevent problem student behaviour by teaching and reinforcing expected behaviours on an ongoing basis. When unacceptable behaviour occurs, students experience predictable consequences. Our school seeks to ensure that responses to unacceptable behaviour are consistent and proportionate to the nature of behaviour. One School is used to record both positive and negative student behaviours and principal, in consultation with the reporting staff member then determine the appropriate consequence for the unacceptable behaviour.

Minor and major behaviours

When responding to problem behaviours, the staff member first determines if the problem behaviour is major or minor, with the following agreed understanding:

Minor Problem Behaviours	Major Problem Behaviours		
Defining the behaviour Minor problem behaviours are generally handled by the staff members at the time it happens	Defining the behaviour Major problem behaviours are referred directly to the principal.		
Minor behaviours are those that: <ul style="list-style-type: none"> • Are minor breaches of the school rules; • Do not seriously harm others or cause you to suspect the student may be harmed; • Do not violate the rights of others in any other serious way; • Are not part of a pattern of problem behaviours; and • Do not generally require involvement of specialist support staff or the principal. 	Major behaviours are those that: <ul style="list-style-type: none"> • Significantly violate the rights of others; • Put others/self at risk of harm; • Require the involvement of the principal; • Require the involvement of parents, Behaviour Support Teacher and Guidance Officer <p>Major behaviours result in an immediate referral to the principal because of the seriousness. When major problem behaviour occurs, staff members calmly state the major problem behaviour and remind the student of expected school behaviour. The staff member directly enters the incident on One School and the principal is notified.</p>		
The staff member takes the student aside and: <ol style="list-style-type: none"> 1. Asks student – What is our PBL rule? 2. Asks student – What should you be doing? 3. Staff member states and explains expected school behaviour if necessary. 4. Staff member gives positive verbal acknowledgement for expected school behaviour 	Level 1	Level 2	Level 3
	Time in office Removal to withdrawal area Alternative lunchtime activities Loss of privilege Restitution Loss of lunch break times Warning regarding future consequences for repeated offence Referral to the principal	Parent contact Referral to Guidance Officer Referral to Intensive Behaviour Support Team Suspension from school	Students who engage in very serious problem behaviours: Major violent physical assault Use or supply of weapons/drugs Students can expect to be recommended for exclusion from school following an immediate period of suspension Contacting police for assistance with serious behaviours

The following table outlines examples of minor and major behaviours

	Minor		Major	
	Deifintions	Examples	Definition	Examples
Late	<ul style="list-style-type: none"> Occasionally late to school or late for class following breaks 	<ul style="list-style-type: none"> Parent contact to explain Intentionally late Too long at the toilets after lunch break Late to line up/class 	<ul style="list-style-type: none"> Truant from class or school 	<ul style="list-style-type: none"> See truancy
Truant/ Skip Class	<ul style="list-style-type: none"> Failure to attend class/lessons 	<ul style="list-style-type: none"> Hiding under/behind buildings Refusal to attend class/earning area 	<ul style="list-style-type: none"> Failure to attend school without parent knowledge Leave school ground without teacher knowledge/permission 	<ul style="list-style-type: none"> Not arrive at school Leave school grounds once school has started 3 minors
I.T. Misconduct	<ul style="list-style-type: none"> Unauthorised and inappropriate use of school technology 	<ul style="list-style-type: none"> Downloading software, games, pictures without permission Accessing unauthorised sites. This may constitute a major behaviour depending on the type of site a student may access (eg sexual sites) Changing computer settings Providing personal information to websites 	<ul style="list-style-type: none"> Unauthorised and inappropriate use of school technology, targeting another student or staff member through social media Downloading or distributing pornography Damagaing the school network 	<ul style="list-style-type: none"> 3 minors Social media Hacking or deliberate vandalism
Dress Code	<ul style="list-style-type: none"> Students not wearing the school uniform as per Uniform Policy – School based 	<ul style="list-style-type: none"> Wearing clothing with inappropriate text or message Wearing short skirts/shorts Wearing non-sunsafe clothing Inappropriate hairstyle, jewellery, nail polish, make up 		<ul style="list-style-type: none"> 3 Minors
Non-compliant with routine	<ul style="list-style-type: none"> Failure to respond to an adult request 	<ul style="list-style-type: none"> Is slow to respond but eventually does what has been requested Talks while adult is talking/teaching 	Continued resistance after second request/redirection has been given	<ul style="list-style-type: none"> Continued refusal to follow instructions Walking away Choosing to remove themselves from an activity

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Non-compliant with routine	<ul style="list-style-type: none"> Failure to respond to an adult request 	<ul style="list-style-type: none"> Is slow to respond but eventually does what has been requested Talks while adult is talking/teaching 	<ul style="list-style-type: none"> Continued resistance after second request/redirection has been given 	<ul style="list-style-type: none"> Continued refusal to follow instructions Walking away Choosing to remove themselves from an activity
Refusal to participate in a program of instruction	<ul style="list-style-type: none"> Failure to respond to an adult 	<ul style="list-style-type: none"> Is slow to respond but eventually does what has been asked Saying things like: 'This is stupid,' 'I'm not doing it.' 'You can't make me,' 'I don't care' 	<ul style="list-style-type: none"> Refusal to follow adult instruction 	<ul style="list-style-type: none"> Screwing up/tearing up/ defacing allocated work 3 Minors Damaging/destroying resources assoicated with task
Disruptive	<ul style="list-style-type: none"> Low intensity but inappropriate interference that takes away from the learning environment 	<ul style="list-style-type: none"> Talking Touching others/or their equipment Repeated noise/tapping objects Throwing objects Unprepared Walking around the room 	<ul style="list-style-type: none"> Persistent and prolonged interference resulting in an interruption to teaching 	<ul style="list-style-type: none"> Yelling/calling out Turning over furniture 3 Minors
Other conduct prejudicial to the good order and	<ul style="list-style-type: none"> Student engages in actions which disrupt school programming/routine 	<ul style="list-style-type: none"> Calling out Work refusal Annoying other students Leaving the classroom or area of instruction 	<ul style="list-style-type: none"> Student engages in actions which interfere with or seriously disrupt school programming/routine 	<ul style="list-style-type: none"> Leave the school grounds Aggression towards staff/students resulting in removal from the classroom 3 Minors
Third Minor Referral			<ul style="list-style-type: none"> Student has received 3 minor referrals for similar minor offences in a 4 week period 	
Possess Prohibited items	Students possess on their person or items in their bag which are declared prohibited by school but are not dangerous (Intentionally brought)	<ul style="list-style-type: none"> Liquid paper Permanent marker Aerosol cans Matches/lighter 	<ul style="list-style-type: none"> Students possess on their person or items in their bag which are declared prohibited by school as prohibited with suggested intent to use the item Bringing knives, or knife like objects or weapons to school with or without the intention to harm another person 	<ul style="list-style-type: none"> Matches/lighter – 'I'm going to burn down the school' Threatening – 'I have a knife and I'm going to cut you' (show – creating fear in others)

	Minor		Major	
	Deifintions	Examples	Definition	Examples
Possess Prohibited items	<ul style="list-style-type: none"> Students possess on their person or items in their bag which are declared prohibited by school but are not dangerous (Intentionally brought) 	<ul style="list-style-type: none"> Liquid paper Permanent marker Aerosol cans Matches/lighter 	<ul style="list-style-type: none"> Students possess on their person or items in their bag which are declared prohibited by school as prohibited with suggested intent to use the item Bringing knives, or knife like objects or weapons to school with or without the intention to harm another person 	<ul style="list-style-type: none"> Matches/lighter – 'I'm going to burn down the school' Threatening – 'I have a knife and I'm going to cut you' (show – creating fear in others)
Substance misconduct involving tobacco & other illegal substances			<ul style="list-style-type: none"> Distribution/use of cigarettes, tobacco or other legally obtained but dangerous product Cigarettes/tobacco Alcohol Aerosols Panadol 	<ul style="list-style-type: none"> Medication prescribed for others Offering substance to others Encouraging others
Lying and Cheating	<ul style="list-style-type: none"> Student delivers a message that is untrue Copying in everyday class work/cheating 	<ul style="list-style-type: none"> Refusing to own up to the wrong behaviour Lying to an adult Student observed copying another student's work 	<ul style="list-style-type: none"> Major lie that has caused grievance to another person The deliberate act of cheating to improve results in an assessment 	<ul style="list-style-type: none"> Students claims to have been approached by soemone from outside the school at the school gate, but the event did not occur Bringing notes/materials into an assessment/exam Someone else completing work for them
Threats to others	<ul style="list-style-type: none"> Verbal, physical or gestural interactions indicating harm (directed towards students) 	<ul style="list-style-type: none"> 'I'm going to punch you' but actually no intention to follow through 	<ul style="list-style-type: none"> Ongoing threatening verbal, physical or gestural interactions with peers that are directed toward someone indicating the intent to injure or harm physically, emotionally or socially 	<ul style="list-style-type: none"> Continued threats with no follow through
Defiant/ threats to adults	<ul style="list-style-type: none"> Refusal to follow classroom/school rules or staff directions. Threats without intent. 	<ul style="list-style-type: none"> Talking back Socially rude interactions (eg body language, facial expressions, tone of voice) Saying; 'I'm going to hurt you' 	<ul style="list-style-type: none"> Deliberate verbal or physical threatening towards any adult member of the school community 	<ul style="list-style-type: none"> 3 Minors Threats with intent (eg in possession of an object that could cause harm) Threats involving physical conduct

	Minor		Major	
	Deifintions	Examples	Definition	Examples
Bullying/ Harassment	<ul style="list-style-type: none"> Harassment is negative behaviours towards another student that is not premeditated, targeted or repeated. Harassment can occur as part of bullying, but can also occur in one-off conflicts or between strangers 	<ul style="list-style-type: none"> Usually not one-sided (cause and effect) 	<ul style="list-style-type: none"> Bullying involves three aspects – repeated, misuse of relationships and causes harm. Bullying is pre-meditated, one-sided and can be as an individual or as a group 	<ul style="list-style-type: none"> Premeditated targeting a specific student
Verbal Misconduct	<ul style="list-style-type: none"> Inappropriate language – non-threatening, non-directional or gestural message used within conversation 	<ul style="list-style-type: none"> Swearing behind staff/students back as they walk away Inappropriate topics of discussion 	<ul style="list-style-type: none"> Abusive, inappropriate interactions with peers and adults – threatening verbal interactions directed toward others 	<ul style="list-style-type: none"> Continued inappropriate topics of discussion
Property Misconduct	<ul style="list-style-type: none"> Treating property inappropriately 	<ul style="list-style-type: none"> Taking property that belongs to other students/staff/school Breaking property – pencils, books, games Not sharing property 	<ul style="list-style-type: none"> Deliberate, substantial damage to property Deliberate theft/stealing 	<ul style="list-style-type: none"> Damage to school property or facilities Damage to community property or facilities during excursions or in school uniform
Misconduct involving object	<ul style="list-style-type: none"> Low intensity misuse of property for a purpose for which it was not intended – doesn't cause physical harm to self or others 	<ul style="list-style-type: none"> Taking property belonging to other students/school Rough handling of equipment or furniture Ripping up paper or bookwork Kicking bags Wasting materials 	<ul style="list-style-type: none"> Misuse of property for a purpose which it was not intended – does cause physical harm to self/others 	<ul style="list-style-type: none"> Throwing objects at others resulting in harm Poking others with object causing harm Destroying equipment
Physical Misconduct	<ul style="list-style-type: none"> Physical contact without intent or without the outcome causing harm or injury to others Physical misconduct of a sexual nature 	<ul style="list-style-type: none"> Playing football on oval and tackling another student Grabbing/holding another student to stop them from doing something Play wrestling with other students Playing games which include some inappropriate touching or words 	<ul style="list-style-type: none"> Physical contact with intent to cause injury or harm to others Inappropriate sexual interactions with peers and adults both physical and verbally 	<ul style="list-style-type: none"> 3 minors Deliberately tripping another student Punching, hitting, kicking or using an object to hit Continued inappropriate touching, words or displaying private body parts

School Policies

Lowmead State School has tailored school discipline policies designed to ensure students, staff and visitors work cooperatively to create and maintain a supportive and safe learning environment. Please ensure that you familiarise yourself with the responsibilities for students, staff and visitors outlined in the following policies:

- Temporary removal of student property
- Use of mobile phones and other devices by students
- Preventing and responding to bullying
- Appropriate use of social media

Temporary removal of student property

The removal of any property in a student's possession may be necessary to promote the caring, safe and supportive learning environment of the school, to maintain and foster mutual respect between all state school staff and students. The **Temporary removal of student property by school staff procedure** outlines the processes, conditions and responsibilities for state school principals and school staff when temporarily removing student property.

In determining what constitutes a reasonable time to retain student property, the principal or state school staff will consider:

- the condition, nature or value of the property
- the circumstances in which the property was removed
- the safety of the student from whom the property was removed, other students or staff members
- good management, administration and control of the school.

The Principal or state school staff determine when the temporarily removed student property can be returned, unless the property has been handed to the Queensland Police Service.

The following items are explicitly prohibited at Lowmead State School and will be removed if found in a student's possession:

- illegal items or weapons (e.g. guns, knives*, throwing stars, brass knuckles, chains)
- imitation guns or weapons
- potentially dangerous items (e.g. blades, rope)
- drugs** (including tobacco)
- alcohol
- aerosol deodorants or cans (including spray paint)
- explosives (e.g. fireworks, flares, sparklers)
- flammable solids or liquids (e.g. fire starters, mothballs, lighters)
- poisons (e.g. weed killer, insecticides)
- inappropriate or offensive material (e.g. racist literature, pornography, extremist propaganda).

* No knives of any type are allowed at school, including flick knives, ballistic knives, sheath knives, push daggers, trench knives, butterfly knives, star knives, butter knives, fruit knives or craft knives, or any item that can be used as a weapon, for example a chisel. Knives needed for school activities will be provided by the school, and the use of them will be supervised by school staff. In circumstances where students are required to have their own knives or sharp tools for particular subjects or vocational courses, the school will provide information about the procedures for carrying and storing these items at school.

**** The administration of medications to students by school staff is only considered when a prescribing health practitioner has determined that it is necessary or when there is no other alternative in relation to the treatment of a specific health need. Schools require medical authorisation to administer any medication to students (including over-the-counter medications such as paracetamol or alternative medicines).**

Responsibilities

State school staff at Lowmead State School:

- do not require the student's consent to search school property such as lockers, desks or laptops that are supplied to the student through the school;
- may seize a student's bag where there is suspicion that the student has a dangerous item (for example, a knife) in their school bag, prior to seeking consent to search from a parent or calling the police;
- consent from the student or parent is required to examine or otherwise deal with the temporarily removed student property. For example, staff who temporarily remove a mobile phone from a student are not authorised to unlock the phone or to read, copy or delete messages stored on the phone;
- there may, however, be emergency circumstances where it is necessary to search a student's property without the student's consent or the consent of the student's parents (e.g. to access an EpiPen for an anaphylactic emergency);
- consent from the student or parent is required to search the person of a student (e.g. pockets or shoes). If consent is not provided and a search is considered necessary, the police and the student's parents should be called to make such a determination.

Parents of students at Lowmead State School

- ensure your children do not bring property onto schools grounds or other settings used by the school (e.g. camp, sporting venues) that:
 - is prohibited according to the Lowmead State School Student Code of Conduct
 - is illegal
 - puts the safety or wellbeing of others at risk
 - does not preserve a caring, safe, supportive or productive learning environment
 - does not maintain and foster mutual respect;
- collect temporarily removed student property as soon as possible after they have been notified by the Principal or state school staff that the property is available for collection.

Students of Lowmead State School

- do not bring property onto school grounds or other settings used by the school (e.g. camp, sporting venues) that:
 - is prohibited according to Lowmead State School Code of Conduct
 - is illegal
 - puts the safety or wellbeing of others at risk
 - does not preserve a caring, safe, supportive or productive learning environment
 - does not maintain and foster mutual respect;
- collect their property as soon as possible when advised by the Principal or state school staff it is available for collection.

Use of mobile phones and other devices by students

Digital literacy refers to the skills needed to live, learn and work in a society where communication and access to information is dominated by digital technologies like mobile phones. However, the benefits brought about through these diverse technologies can be easily overshadowed by deliberate misuse which harms others or disrupts learning.

In consultation with the broader school community, Lowmead State School has determined that explicit teaching of responsible use of mobile phones and other devices is a critical component of digital literacy. The knowledge and confidence to navigate and use these technologies safely while developing digital literacy is a responsibility shared between parents, school staff and students.

It is also agreed that time and space should be provided at school where technology is not permitted, and students are encouraged to engage in other social learning and development activities. Students, parents and visitors will see posters, such as the example below, around the school that clearly identify our technology-free zones and times. Please respect the community agreed expectations for these spaces and behaviours.



Responsibilities

The responsibilities for students using mobile phones or other devices at school or during school activities, are outlined below.

It is **acceptable** for students at Lowmead State School to:

- use mobile phones or other devices for
 - assigned class work and assignments set by teachers
 - developing appropriate literacy, communication and information skills
 - authoring text, artwork, audio and visual material for publication on the intranet or internet for educational purposes as supervised and approved by the school
 - conducting general research for school activities and projects
 - communicating or collaborating with other students, teachers, parents or experts in relation to school work
 - accessing online references such as dictionaries, encyclopaedias, etc.
 - researching and learning through the department's eLearning environment
- be courteous, considerate and respectful of others when using a mobile device
- switch off and place the mobile device out of sight during classes, before and after school, and during lunch breaks unless the device is being used in a teacher directed activity to enhance learning
- seek teacher's approval where they wish to use a mobile device under special circumstances.

It is **unacceptable** for students at Lowmead State School to:

- use a mobile phone or other devices in an unlawful manner
- use a mobile phone in technology-free designated spaces or times
- download, distribute or publish offensive messages or pictures
- use obscene, inflammatory, racist, discriminatory or derogatory language
- use language and/or threats of violence that may amount to bullying and/or harassment, or even stalking
- insult, harass or attack others or use obscene or abusive language
- deliberately waste printing and internet resources
- damage computers, printers or network equipment
- commit plagiarism or violate copyright laws
- ignore teacher directions for the use of social media, online email and internet chat
- send chain letters or spam email (junk mail)
- knowingly download viruses or any other programs capable of breaching the department's network security
- use in-phone cameras anywhere a normal camera would be considered inappropriate, such as in change rooms or toilets
- invade someone's privacy by recording personal conversations or daily activities and/or the further distribution (e.g. forwarding, texting, uploading, Bluetooth use etc.) of such material
- use a mobile phone (including those with Bluetooth functionality) to cheat during exams or assessments
- take into or use mobile devices at exams or during class assessment unless expressly permitted by school staff.

At all times students, while using ICT facilities and devices supplied by the school, will be required to act in line with the requirements of the Lowmead State School Student Code of Conduct. In addition students and their parents should:

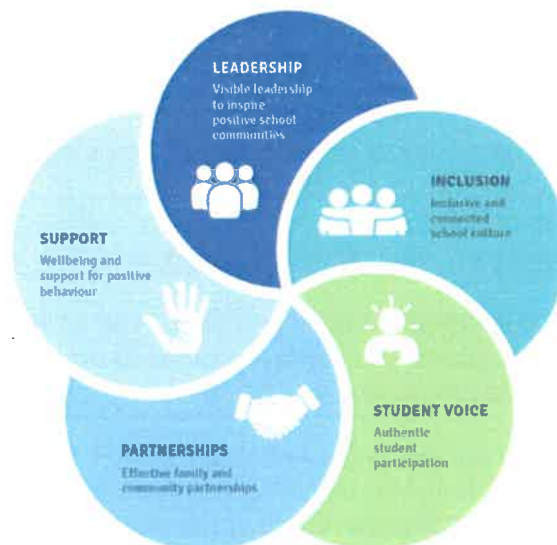
- understand the responsibility and behaviour requirements (as outlined by the school) that come with accessing the department's ICT network facilities
- ensure they have the skills to report and discontinue access to harmful information if presented via the internet or email
- be aware that:
 - access to ICT facilities and devices provides valuable learning experiences for students and supports the school's teaching and learning programs
 - the school is not responsible for safeguarding information stored by students on departmentally-owned student computers or mobile devices
 - schools may remotely access departmentally-owned student computers or mobile devices for management purposes
 - students who use a school's ICT facilities and devices in a manner that is not appropriate may be subject to disciplinary action by the school, which could include restricting network access
 - despite internal departmental controls to manage content on the internet, illegal, dangerous or offensive information may be accessed or accidentally displayed
 - teachers will always exercise their duty of care, but avoiding or reducing access to harmful information also requires responsible use by the student.

Preventing and responding to bullying

Lowmead State School uses the [Australian Student Wellbeing Framework](#) to promote positive relationships and the wellbeing of all students, staff and visitors at the school.

Our staff know student learning is optimised when they feel connected to others and experience safe and trusting relationships. Students who feel secure are more likely to be active participants in their learning and to achieve better physical, emotional, social and educational outcomes. Teachers who feel valued and supported are more likely to engage positively with students and build stronger connections within the school community. Parents who are positively engaged with their child's education leads to improved student self-esteem, attendance and behaviour at school. Enhancing the wellbeing of students and their educators delivers overall long-term social, health and economic benefits to the Australian community.

Lowmead State School has a **Student Leadership Forum**, with diverse representatives from each year level meeting regularly with the school leadership team to promote strategies to improve student wellbeing, safety and learning outcomes. The standing items on the agenda for each Student Leadership Forum are the core elements of the Australian Student Wellbeing Framework:



1. Leadership

Principals and school leaders playing an active role in building a positive learning environment where the whole school community feels included, connected, safe and respected.

2. Inclusion

All members of the school community actively participating in building a welcoming school culture that values diversity, and fosters positive, respectful relationships.

3. Student voice

Students actively participate in their own learning and wellbeing, feel connected and use their social and emotional skills to be respectful, resilient and safe.

4. Partnerships

Families and communities collaborating as partners with the school to support student learning, safety and wellbeing.

5. Support

School staff, students and families sharing and cultivating an understanding of wellbeing and positive behaviour and how this supports effective teaching and learning.

A priority for the Student Leadership Forum is contributing to the implementation of strategies that enhance wellbeing, promote safety and counter violence, bullying and abuse in all online and physical spaces. The engagement of young people in the design of technology information and digital education programs for parents was a key recommendation from the [Queensland Anti-Cyberbullying Taskforce report](#) in 2018, and at Lowmead State School we believe students should be at the forefront of advising staff, parents and the broader community about emerging issues and practical solutions suitable to different contexts

Bullying

The agreed national definition for Australian schools describes bullying as

- ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm;
- involving an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening;
- happening in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records);
- having immediate, medium and long-term effects on those involved, including bystanders. Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.

Behaviours that do not constitute bullying include:

- mutual arguments and disagreements (where there is no power imbalance)
- not liking someone or a single act of social rejection
- one-off acts of meanness or spite
- isolated incidents of aggression, intimidation or violence.

However, these conflicts are still considered serious and need to be addressed and resolved. At Lowmead State School our staff will work to quickly respond to any matters raised of this nature in collaboration with students and parents.

The following flowchart explains the actions Lowmead State School teachers will take when they receive a report about student bullying, including bullying which may have occurred online or outside of the school setting. Please note that the indicative timeframes will vary depending on the professional judgment of teachers who receive the bullying complaint and their assessment of immediate risk to student/s.

Lowmead State School - Bullying response flowchart for teachers

Please note these timelines may be adjusted depending on the unique circumstances and risk associated with each situation. This is at the professional judgment of the staff involved. Timeframes should be clearly discussed and agreed with student and family.

Key contacts for students and parents to report bullying:

Prep to Year 6 – Class teacher



Cyberbullying

Cyberbullying is treated at Lowmead State School with the same level of seriousness as in-person bullying. The major difference with cyberbullying however, is that unlike in-person bullying, cyberbullying follows students into their community, their homes and their bedrooms, giving them no opportunity to escape the harassment or abuse during the evening, weekends or holidays.

In the first instance, students or parents who wish to make a report about cyberbullying should approach the regular class teacher (for students in primary year levels) or the form class teacher (for students in secondary year levels). There is also a dedicated senior leadership officer, Dean of Students Malcolm Smith, who can be approached directly by students, parents or staff for assistance in preventing and responding to cyberbullying.

It is important for students, parents and staff to know that state school principals have the authority to take disciplinary action to address student behaviours that occur outside of school hours or school grounds. This includes cyberbullying. Parents and students who have concerns about cyberbullying incidents occurring during school holidays should immediately seek assistance through the [Office of the e-Safety Commissioner](#) or the Queensland Police Service.

Students enrolled at Lowmead State School may face in-school disciplinary action, such as detention or removing of privileges, or more serious consequences such as suspension or exclusion from school for engaging in behaviour that adversely affects, or is likely to adversely affect, other students or the good order and management of the school. This includes behaviour such as cyberbullying which occurs outside of school hours or settings, for example on the weekend or during school holidays. It also applies to inappropriate online behaviour of enrolled students that is directed towards other community members or students from other school sites.

Parents or other stakeholders who engage in inappropriate online behaviour towards students, staff or other parents may be referred to the Office of the e-Safety Commissioner and/or the Queensland Police Service. State school staff will be referred for investigation to the Integrity and Employee Relations team in the Department of Education.

How to manage online incidents that impact your school

Student protection

If at any point the principal forms a reasonable suspicion that a student has been harmed or is at risk of harm, they have a responsibility to respond in accordance with the [Student protection procedure](#).

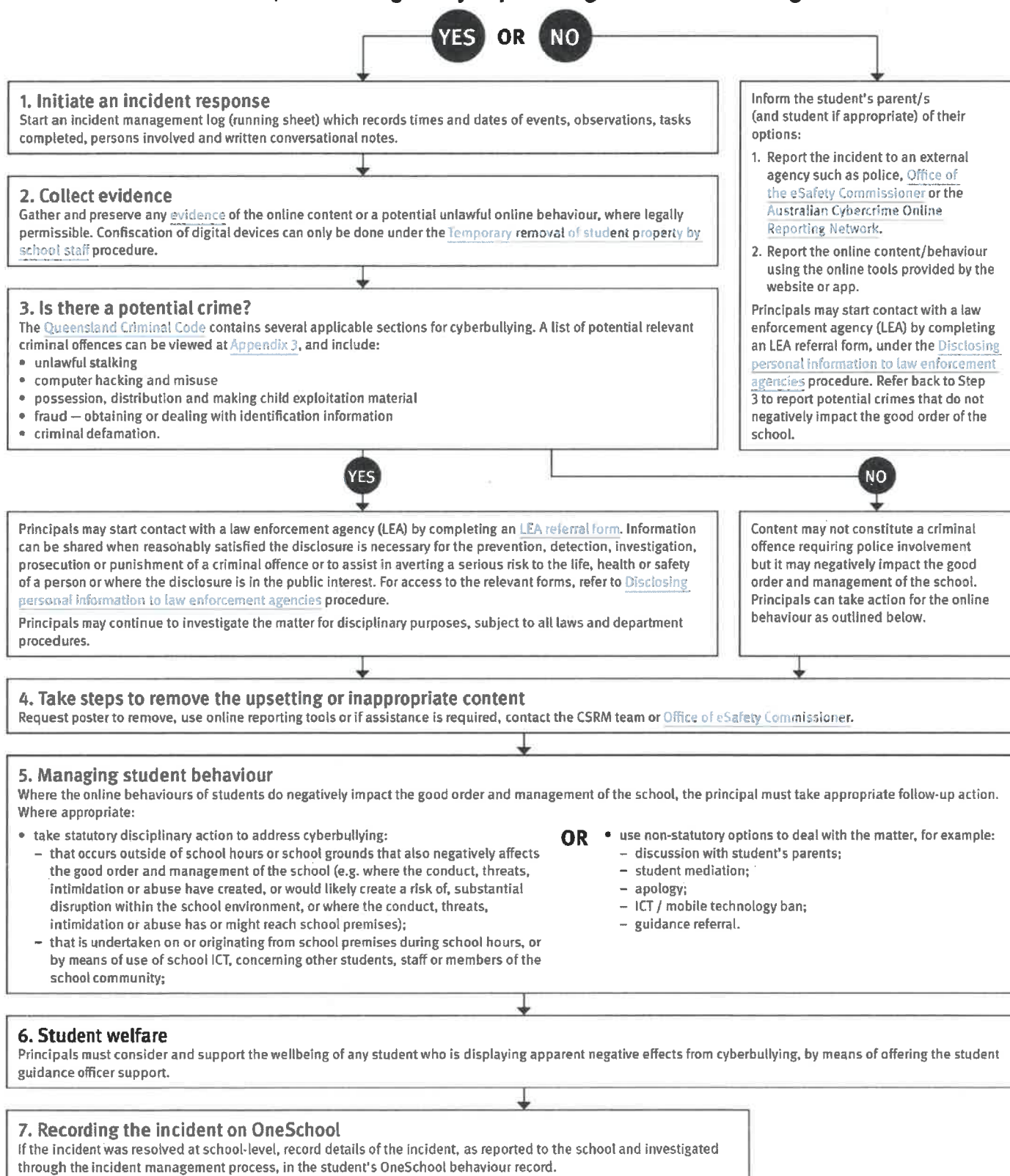
Explicit images

If the investigation involves naked or explicit images of children, staff should not save, copy, forward or otherwise deal with the content, as per the [Temporary removal of student property by school staff procedure](#). This includes onto OneSchool records. Refer to the investigative process outlined in 'Responding to incidents involving naked or explicit images of children' from the [Online incident management guidelines](#).

Report

Refer to the [Online incident management guidelines](#) for more details, or if assistance is required, contact the Cybersafety and Reputation Management (CSRM) team on 3034 5035 or Cybersafety.ReputationManagement@qed.qld.gov.au.

Does the online behaviour/incident **negatively** impact the good order and management of the school?



Cybersafety and Reputation Management (CRM)

The Department of Education employs a dedicated team of experts to assist in maintaining the integrity of the department's reputation with regards to cybersafety and reputation management issues, effectively leading the development and implementation of departmental cybersafety processes.

This team provides **direct support for schools** to respond to concerns of inappropriate online behaviour and misuse of information and communication technology.

The team provides a [guide for parents](#) with important information about cybersafety and cyberbullying, and suggestions about what you can do if your child is a target or responsible for inappropriate online behaviour.

The team has also developed a [Cyberbullying and reputation management](#) (Department employees only) resource to assist principals in incident management.

For more information about cybersafety sessions at your school, or for assistance with issues relating to online behaviour, contact the [team](#) (Department employees only).

Student Intervention and Support Services

Lowmead State School recognises the need to provide intervention and support to all students involved in incidents of bullying, including cyberbullying.

Students who have been subject or witness to bullying have access to a range of internal support staff, as identified in the Student Support Network section earlier in this document. Students are, however, also encouraged to approach any staff member with whom they feel comfortable sharing their concerns, regardless of their role in the school. All staff at Lowmead State School are familiar with the response expectations to reports of bullying, and will act quickly to ensure students' concerns are addressed. Depending on the nature of the reported bullying incident, a formal plan of action may be developed and documented to support the implementation of strategies to assist the student.

Students who engage in bullying behaviours towards others will also be provided with support to assist them to use more socially acceptable and appropriate behaviours in their interactions. This includes counselling, social development programs, referral to mental health services or involvement in a restorative justice strategy. School disciplinary measures may also be used to reinforce the seriousness with which the community takes all incidents of bullying. These measures may include internal school suspension, withdrawal from social events or celebrations or more severe punishments such as suspension or exclusion from school.

Lowmead State School – Anti-Bullying Compact

The Anti-Bullying Compact provides a clear outline of the way our community at works together to establish a safe, supportive and disciplined school environment. This compact is provided to all students and their parents upon enrolment, and may be revisited with individual students if particular problems around bullying arise.

Lowmead State School – Anti Bullying Compact

We agree to work together to improve the quality of relationships in our community at Lowmead State School. It is through intentional consideration of our behaviour and communication that we can reduce the occurrence of bullying, and improve the quality of the schooling experience for everyone.

The agreed national definition for Australian schools describes bullying as

- ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm;
- involving an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening;
- happening in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records);
- having immediate, medium and long-term effects on those involved, including bystanders. Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.

We believe that no one deserves to be mistreated and that everyone regardless of race, colour, religion, immigration status, nationality, size, gender, popularity, athletic capability, academic outcomes, social ability, or intelligence has the right to feel safe, secure, and respected.

I agree to:

- Treat everyone with kindness and respect.
- Abide by the school's anti-bullying policies and procedures.
- Support individuals who have been bullied.
- Speak out against verbal, relational, physical bullying and cyber bullying.
- Notify a parent, teacher, or school administrator when bullying does occur.

Student's signature

Parent's signature

School representative signature

Date

Appropriate use of social media

The internet, mobile phones and social media provide wonderful opportunities for students to network and socialise online. While these technologies provide positive platforms for sharing ideas, they also have the potential to cause pain and suffering to individuals, groups or even whole communities.

It's important to remember that sometimes negative comments posted about the school community have a greater impact than expected. This guide offers some information about how to use social media in relation to comments or posts about the school community. Reputations of students, teachers, schools, principals and even parents can be permanently damaged — and in some cases, serious instances of inappropriate online behaviour are dealt with by police and the court system.

Being aware of a few simple strategies can help keep the use of social media positive and constructive:

- Before you post something online, ask yourself if the community or individual really need to know. Is it relevant, positive and helpful?
- Remember that what you post online is a direct reflection of who you are. People will potentially form lasting opinions of you based on what you post online.
- Be a good role model. If things get heated online consider logging out and taking a few moments to relax and think. Hasty, emotive responses could inflame situations unnecessarily.
- Be mindful when commenting, try to keep general and avoid posting anything that could identify individuals.
- A few years ago parents may have discussed concerns or issues with their friends at the school gate. Today with the use of social media, online discussions between you and your close friends can very quickly be shared with a much wider audience, potentially far larger than intended.
- Taking a few moments to think about the content you are about to post could save upset, embarrassment, and possible legal action.
- As a parent you have a role in supervising and regulating your child's online activities at home and its impact on the reputation and privacy of others. Parents are their child's first teachers — so they will learn online behaviours from you.

Is it appropriate to comment or post about schools, staff or students?

Parental and community feedback is important for schools and the department. If you have a compliment, complaint or enquiry about an issue at school, the best approach is to speak directly to the school about the matter, rather than discussing it in a public forum.

While many schools use social media to update parents of school notices, the department prefers that parents contact schools directly with a compliment, complaint or enquiry due to privacy considerations. Imagine if your doctor, accountant or banking institution tried to contact you to discuss important matters via Facebook.

If you have raised an issue with a school or know that another person has, consider refraining from discussing those details on social media, particularly the names of anyone involved.

Keep comments calm and polite, just as you would over the telephone or by email. If you encounter negative or derogatory content online which involves the school, hinders a child's learning and/or affects the school community at large, contact the school principal.

Possible civil or criminal ramifications of online commentary

A serious instance of inappropriate online behaviour may constitute a criminal offence and become a police matter. For example, online content may substantiate the offence of 'using a carriage service to menace, harass or cause offence' (Criminal Code Act 1995 (Cth) s. 474.17). School staff may contact their union or obtain personal legal advice if they feel that online content seriously impacts their reputation. Defamatory online content may give rise to litigation under the Defamation Act 2005 (Qld).

What about other people's privacy?

If you upload photos of your children, be mindful of who might be in the background. You might be happy to share your child's successes with your friends and family via social media, but some parents are not. If you are tagging or naming students, consider that other parents may not want their child's name attached to images online.

What if I encounter problem content?

Taking the following steps may help resolve the issue in a constructive way:

- refrain from responding
- take a screen capture or print a copy of the concerning online content
- if you consider problem content to be explicit, pornographic or exploitative of minors, you should keep a record of the URL of the page containing that content but NOT print or share it. The URL can be provided to the school principal, or police, as needed for escalation of serious concerns
- block the offending user
- report the content to the social media provider.

Restrictive Practices

School staff at Lowmead State School need to respond to student behaviour that presents a risk of physical harm to the student themselves or others. It is anticipated that most instances of risky behaviour can be de-escalated and resolved quickly. On some rarer occasions, a student's behaviour may continue to escalate and staff need to engage immediately with positive and proactive strategies aimed at supporting the student to manage their emotional arousal and behaviour.

In some very rare situations, where there is immediate risk of physical harm to the student or other people, and when all other alternative strategies have failed to reduce the risk, it may be necessary for staff to use restrictive practices.

The use of restrictive practices will always be as a last resort, when there is no other available option for reducing immediate risk to the student, staff or other people. Restrictive practices are not used for punishment or as a disciplinary measure.

The department's **Restrictive practices procedure** is written with consideration for the protection of everyone's human rights, health, safety and welfare. There are six fundamental principles:

1. Regard to the human rights of those students
2. Safeguards students, staff and others from harm
3. Ensures transparency and accountability
4. Places importance on communication and consultation with parents and carers
5. Maximises the opportunity for positive outcomes, and
6. Aims to reduce or eliminate the use of restrictive practices.

Very rarely restrictive practices will be planned and staff will employ, when necessary, pre-arranged strategies and methods (of physical restraint/ mechanical restraint/ clinical holding) which are based upon behaviour risk assessment or clinical health need and are recorded in advance. The use of planned strategies will only be where there is foreseeable immediate risk consistent with the **Restrictive practices procedure**.

Seclusion will not be used as a planned response and will only be used in serious circumstances for managing an unforeseeable situation in an emergency. It will be used for the shortest time possible and in a safe area that presents no additional foreseeable risk to the student. In such emergencies, a staff member will observe the student at all times and seclusion will cease as soon as possible.

Following the use of any restrictive practice, a focused review will help staff to understand how they responded to the risk in any incident that involved the use of a restrictive practice. Staff will consider whether there are other options for managing a similar situation in the future. This strategy works well for reducing the use of restrictive practices.

All incidents of restrictive practices will be recorded and reported in line with departmental procedures.

Critical Incidents

It is important that all school staff have a consistent understanding of how to respond in emergencies involving student behaviour that seriously endangers the student or others. This consistency ensures that appropriate actions are taken to ensure that both students and staff are kept safe.

A critical incident is defined as an occurrence that is sudden, urgent, and usually unexpected, or an occasion requiring immediate action (e.g. in the community, on the road). The aim in these situations is to bring the behaviour of the student under rapid and safe control. It is not a time to try and to punish or discipline the student; it is a crisis management period only.

Staff should follow the documented plan for any student involved in regular critical incidents, which should be saved and available for staff to review in OneSchool.

For unexpected critical incidents, staff should use basic defusing techniques:

1. Avoid escalating the problem behaviour: Avoid shouting, cornering the student, moving into the student's space, touching or grabbing the student, sudden responses, sarcasm, becoming defensive, communicating anger and frustration through body language.
2. Maintain calmness, respect and detachment: Model the behaviour you want students to adopt, stay calm and controlled, use a serious measured tone, choose your language carefully, avoid humiliating the student, be matter of fact and avoid responding emotionally.
3. Approach the student in a non-threatening manner: Move slowly and deliberately toward the problem situation, speak privately to the student/s where possible, speak calmly and respectfully, minimise body language, keep a reasonable distance, establish eye level position, be brief, stay with the agenda, acknowledge cooperation, withdraw if the situation escalates.
4. Follow through: If the student starts displaying the appropriate behaviour briefly acknowledge their choice and re-direct other students' attention towards their usual work/activity. If the student continues with the problem behaviour, then remind them of the expected school behaviour and identify consequences of continued unacceptable behaviour.
5. Debrief: At an appropriate time when there is low risk of re-escalation, help the student to identify the sequence of events that led to the unacceptable behaviour, pinpoint decision moments during the sequence of events, evaluate decisions made, and identify acceptable decision options for future situations

