Cordalba State School

Responsible Behaviour Plan for Students

based on The Code of School Behaviour

1. Purpose

Cordalba State School aims to provide a quality educational foundation for the development and benefit of all learners to enable them to become valuable and productive citizens in our community.

We do this by:

• Catering for individual Learning styles, recognizing and celebrating unique ideas, experiences and believing that all cultural backgrounds are highly valued and shared.
• understanding that play is a vital part of learning as it promotes thinking, creativity, problem-solving and social interactions.
• believing that learning is active, interesting and motivating.
• valuing independence by negotiating learning with students and offering flexible programs to meet student’s interest and needs.
• developing positive relationships with each other and with students so those children feel supported to learn at home and at school.
• recognising we are all lifelong learners together.

In our classrooms learning is fun and enjoyable and we celebrate our success together. This helps our students become valuable members of society.

This Responsible Behaviour Plan for Students is designed to facilitate high standards of behaviour so that the learning and teaching in our school can be effective and students can participate positively within our school community.

2. Consultation and data review

Cordalba State School developed this plan in collaboration with our school community – parents, staff and students. Broad consultation was undertaken through meetings held throughout the latter part of 2015. A review of school data sets from 2014 – 2015 relating to attendance, absenteeism, school disciplinary absences and behaviour (both positive and incident records) also formed the development process.

This Plan has been endorsed by the Principal and the President of the P&C and will be reviewed as required, and in 2018 as required by legislation.

3. Learning and behaviour statement

All areas of Cordalba State School are learning and teaching environments. We consider behaviour management to be an opportunity for valuable social learning as well as a means of maximising the success of academic education programs.

Our Responsible Behaviour Plan outlines our system for facilitating positive behaviours, preventing problem behaviours and responding to unacceptable behaviours. Through our school plan, shared expectations for student behaviour are plain to everyone, assisting Cordalba State School to create and maintain a
positive and productive learning and teaching environment, where ALL school community members have clear and consistent expectations and understandings of their role in the educational process.

Our School Community Behaviour Code is as follows:

IS IT SAFE?

School community members will act in a lawful and responsible manner that presents no danger to the physical or emotional security of themselves or others.

We promote Safety by:

a) Safe use of equipment
b) Acknowledgment and respect of the personal space of self and others
c) Following of school rules and routines
d) Moving safely through the school environment
e) Resolution of conflict without violence

IS THIS THE BEST I CAN DO?

School community members will be mindful of the fact that the primary aim of schooling is student learning. Each member will act in a manner that promotes their learning and that of others to the best of their ability.

I demonstrate this is the best I can do by:

a) Consistently attempting set work to the best of my ability
b) Effective management of time
c) Contributing to the life and activities of the school by actively participating in school activities.
d) Demonstration of an interest in the life of the school
e) Displaying cooperation and consideration of others in the classroom.

AM I SHOWING RESPECT FOR MYSELF AND OTHERS?

School community members will treat each other with courtesy and consideration at all times, being mindful of the rights and differing responsibilities of each person. Such courtesy will be reflected in both action and communication.

I would show Respect by:

a) Respecting self
b) Taking pride in my appearance and schoolwork
c) Respecting belongings of self and others
d) Demonstration of an awareness of the rights and feelings of others
e) Attentive listening
f) Appropriate communication
g) Following of school expectations
h) Maintaining positive relationships with other education stakeholders
**AM I ACTING RESPONSIBLY?**

School community members will endeavour at all times to make appropriate behaviour choices relative to the social context, and accept accountability for the outcomes of their actions.

I would act **Responsibly** by:

a) Being accountable for my actions  
b) Care for school, own & other equipment  
c) Making appropriate choices without supervision  
d) Accepting responsibility for my behaviour  
e) Having appropriate equipment for tasks

Our school rules have been agreed upon and endorsed by all staff and our school P&C. They are aligned with the values, principles and expected standards outlined in Education Queensland’s Code of School Behaviour.

4. Processes for facilitating standards of positive behaviour and responding to unacceptable behaviour

A matrix of behavioural expectations in specific settings has been attached to each of our three school rules. This matrix outlines our Behaviour Curriculum – our agreed to rules and positive behaviour definitions of appropriate behaviours in all school settings. (Tier 1 ‘Universal’; Tier 2 ‘Targeted’, and Tier 3 ‘Intensive’ levels of support services) to facilitate standards of positive behaviour and to respond to unacceptable behaviour. This whole school approach shapes, supports and recognises appropriate behaviour in all students.
The first step in facilitating standards of positive behaviour is communicating those standards to all students. At Cordalba State School we emphasise the importance of directly teaching students the behaviours we want them to demonstrate at school. Communicating behavioural expectations is a form of universal behaviour support - a strategy directed towards all students designed to prevent problem behaviour and provides a framework for responding to unacceptable behaviour.

A set of behavioural expectations in specific settings has been attached to each of our three school rules.

<table>
<thead>
<tr>
<th>ALL AREAS</th>
<th>CLASSROOM</th>
<th>PLAYGROUND</th>
<th>STAIRWELL</th>
<th>TOILETS</th>
<th>BUS LINES/BIKE RACKS</th>
</tr>
</thead>
<tbody>
<tr>
<td>BE RESPECTFUL</td>
<td>Use equipment appropriately</td>
<td>Walk</td>
<td>Participate in school approved games</td>
<td>Respect privacy of others</td>
<td>Use own bike/scooter only</td>
</tr>
<tr>
<td></td>
<td>Keep hands, feet and objects to yourself</td>
<td>Sit still</td>
<td>Wear shoes and socks at all times</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>Enter and exit room in an orderly manner</td>
<td>Be sun safe; wear a broad brimmed hat</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BE RESPONSIBLE</td>
<td>Ask permission to leave the classroom</td>
<td>Be prepared</td>
<td>Be a problem solver</td>
<td>Move peacefully in single file</td>
<td>Have your name marked on the bus roll</td>
</tr>
<tr>
<td></td>
<td>Be on time</td>
<td>Complete set tasks</td>
<td>Return equipment to appropriate place at</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Be in the right place at the right time</td>
<td>Take an active role in classroom activities</td>
<td>the sports bell</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Follow instructions straight away</td>
<td>Keep work space tidy</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>Be honest</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>BE SAFE</td>
<td>Respect others’ personal space and</td>
<td>Raise your hand to speak</td>
<td>Play fairly – take turns, invite others</td>
<td>Wash hands</td>
<td>Wait your turn</td>
</tr>
<tr>
<td></td>
<td>property</td>
<td></td>
<td>to join in and follow rules</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Care for equipment</td>
<td></td>
<td>Care for the environment</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Clean up after yourself</td>
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<td></td>
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<td></td>
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<td></td>
<td>Use polite language</td>
<td></td>
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<td></td>
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<tr>
<td></td>
<td>Wait your turn</td>
<td></td>
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</table>

The Schoolwide Expectations Teaching Matrix above outlines our agreed rules and specific behavioural expectations in all school settings.

These expectations are communicated to students via a number of strategies, including:

- Behaviour lessons conducted by classroom teachers;
- Reinforcement of learning from behaviour lessons on School Assemblies and during active supervision by staff during classroom and non-classroom activities.
Tier 1 (Universal), Tier 2 (Targeted) and Tier 3 (Intensive) behaviour support includes:

- quality learning and teaching practices;
- a balanced, relevant and engaging curriculum;
- supportive and collaboratively developed procedures;
- the implementation of evidence-based programs;
- regular monitoring and review of school procedures and programs;
- professional development for all members of the school community consistent with the school's evidence-based approach to promoting positive behaviour;
- adoption of practices that are non-violent, non-coercive and non-discriminatory; and
- a continuum of whole school positive preventative action for all students.

Tier 1 'Universal' Behaviour Support

The first step in facilitating standards of positive behaviour is communicating these standards to all students. At Cordalba State School we emphasise the importance of directly teaching students the behaviours we want them to demonstrate at school. Communicating behavioural expectations is a form of universal behaviour support - a strategy directed towards all students which is designed to prevent problem behaviour and to provide a framework for responding to unacceptable behaviour.

The expectations are communicated to students using a number of strategies, including:

- Behaviour lessons conducted by classroom teachers;
- Reinforcement of learning through instructional feedback at School Assemblies and during active supervision by staff during classroom and non-classroom activities

Cordialba State School implements the following proactive and preventative processes and strategies to support student behaviour:

- A dedicated section of the school newsletter, enabling parents to be actively and positively involved in school behaviour expectations.
- Positive Behaviour Leadership / SWPBS team members' regular provision of information to staff and parents, and support to others in sharing successful practices.
- Comprehensive induction programs in Cordalba State School's Responsible Behaviour Plan for students, delivered to new students as well as new and relief staff.
- Individual support profiles developed for students with high behavioural needs, enabling staff to make the necessary adjustments to support these students consistently across all classroom and non-classroom settings.

Reinforcing expected school behaviour

At Cordalba State School communication of our key messages about behaviour is backed up through reinforcing 'instructional feedback' for students engaging in expected school behaviour. The system of 'instructional feedback' includes both non-verbal and verbal acknowledgements and is supplemented by a formal recognition and monitoring system attached to the environment in which it occurs. This reinforcement system is designed to increase the quantity and quality of
positive interactions between students and staff. All staff members are trained to give consistent and appropriate acknowledgement and reinforcers.

**Responding to unacceptable behaviour**

**Tier 1 'Universal' behaviour support:**

**Re-directing low-level (minor) and infrequent problem behaviour**

Staff at Cordalba State School apply a preventative approach to re-direction and make appropriate use of least to most intrusive redirection strategies based on the Essential Skills for Classroom Management. 'Pre-correction' and 'prompts' are examples of preventative strategies. 'Least intrusive' strategies may include selective attending, proximity and non-verbal cueing. When a student exhibits low-level (minor) and infrequent problem behaviour, the initial verbal response of school staff members is to remind the student of expected school behaviour, then ask them to change their behaviour so that it aligns with our school’s expectations. 'Most intrusive' strategies include redirections, giving choices and following through, and removal to time out / reflection room for repeated low-level problem behaviours.

Our preferred way of re-directing low-level problem behaviour is to ask students to think of how they might be able to act more Safely, Respectfully, and Responsibly. This encourages students to reflect on their own behaviour, evaluate it against expected school behaviour, and plan how their behaviour could be modified so as to align with the expectations of our school community.

**Major problem behaviours are referred to the Principal.**

**Tier 2 ‘Targeted’ behaviour support:**

Each year a number of students at Cordalba State School are identified by staff and through our reviews of data as needing extra in the way of targeted behaviour support due to them not fully responding to the Tier 1 behaviour support processes and strategies outlined previously. In most cases the problem behaviours of these students may not be immediately regarded as severe, but the frequency of their behaviours may put these students’ learning and social success at risk if not addressed in a timely manner.

Features of these Tier 2 supports include:

- use of behaviour data to accurately identify students requiring Tier 2 supports;
- a school based referral process for teachers seeking assistance to support the identified students;
- a team approach to supporting students on targeted programs;
- use of data decision rules for evaluation and exits from targeted support programs;
- making adjustments for individual needs;
- using research-validated program options for targeted support interventions such as:
  - adult mentoring
  - check in / check out
  - targeted / small group social skillling
  - 'newcomer' programs for new students.
All staff members are provided with continuous professional development consisting of an overview of the program, the referral and response process, and the reporting responsibilities of staff and of the students being supported.

**Tier 3 'Intensive' behaviour support:**

Cordialba State School is committed to educating all students, including those with the highest behavioural support needs. We recognise that students with highly complex and challenging behaviours need comprehensive systems of support.

The Intensive Behaviour Support Team:

- works with other staff members to develop appropriate behaviour support strategies;
- monitors the impact of support for individual students through ongoing data collection;
- makes adjustments as required for the student;
- works with the School Behaviour Leadership Team to achieve continuity and consistency;
- facilitates a Functional Behaviour Assessment for appropriate students to guide an individualised intervention plan;
- identifies flexible / alternative learning options;
- organises referrals to regional behaviour support resources.

In addition to students being identified through current school behaviour data, the Intensive Behaviour Support Team has a simple and quick referral system in place. Following referral, a team member contacts parents and any relevant staff members to form a support team and begin the assessment and support process. In many cases the support team also includes individuals from other agencies already working with the student and their family, a representative from the school's administration and regional behavioural support staff.

**Physical Restraints: (Individual Plan)**

Where an individual plan includes the use of physical restraints to prevent self-harming behaviours, plans will:

- be approved by the principal with a copy provided to the principal’s supervisor;
- include strategies to reduce the frequency and severity of inappropriate behaviours and increase socially appropriate and positive behaviours;
- not use physical restraint processes in isolation;
- develop procedures with support personnel, parents and relevant staff including medical practitioners and the like where applicable;
- identify strategies to reduce and eliminate the need for physical restraint. Prevention strategies could include:
  - restoring safety in other practicable ways such as removing harmful objects;
  - employing responses such as increased monitoring and support within classrooms and / or referral to appropriately trained staff; and
use of movement limiting and / or protective devices at times of high risk.

Where an individual plan includes the use of physical restraints to prevent self-harming behaviours, staff will:

- be provided with physical restraint training and professional development that is documented;
- complete the required documentation following a physical restraint;
- employ responses to support all staff and students involved in, including witnesses to an incident of self-harm;
- establish a regular review process to monitor effectiveness of planned strategies and procedures.

5. Emergency or critical incident responses

It is important that all staff have a consistent understanding of how to respond to emergency situations or critical incidents involving severe problem behaviour. This consistency ensures that appropriate actions are taken to ensure that both students and staff are kept safe.

An emergency situation or critical incident is defined as an occurrence that is sudden, urgent, and usually unexpected, or an occasion requiring immediate action.

Severe problem behaviour is defined as behaviour of such intensity, frequency, or duration that the physical safety of the student or others is likely to be placed in serious jeopardy.

Basic defusing strategies

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: 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.

Physical Intervention and Restraints – Immediate or Emergency Response

Staff may make legitimate use of physical intervention if all non-physical interventions have been exhausted and a student is:

- physically assaulting another student or staff member; or
• posing an immediate danger to him/herself or to others.

Appropriate physical intervention may be used to ensure that Cordalba State School’s duty of care to protect students and staff from foreseeable risks of injury is met. The use of physical intervention is only considered appropriate where the immediate safety of others is threatened and the strategy is used to prevent injury.

Staff will:

• give clear verbal instruction before physical intervention is used, unless the urgent nature of the situation makes this impractical

• call for assistance from another member of the school staff and make arrangements to ensure that other students in the vicinity are safe and properly supervised

• notify the principal (if not directly involved) and the student’s parent of the incident detailing:
  o the behaviour that preceded the use of physical restraint
  o the type and duration of restraint used
  o staff members and other witnesses present during the period of the restraint
  o student’s physical condition before and after the period of physical restraint
  o planned future action to prevent further incidents of the behaviour

Physical intervention can involve coming between students, blocking a student’s path, leading a student by the hand/arm, shepherding a student by placing a hand in the centre of the upper back, removing potentially dangerous objects and, in extreme situations, using more forceful restraint.

It is important that all staff understand:

• physical intervention cannot be used as a form of punishment;

• physical intervention must not be used when a less severe response can effectively resolve the situation and the underlying function of the behaviour.

Physical intervention is not to be used as a response to:

• school disruption;

• refusal to comply;

• verbal threats;

• property destruction, unless severe; and

• leaving a classroom or the school, unless student safety is clearly threatened.

Any physical intervention made must:

• be reasonable in the particular circumstances;

• be in proportion to the circumstances of the incident;

• always be the minimum force needed to achieve the desired result; and

• take into account the age, stature, disability, understanding and gender of the student.
Debriefing

Following each instance involving the use of physical intervention:

- debriefing to be provided for the student and any other students after a suitable interval of time has elapsed
- a debriefing meeting with the relevant staff members to be held
- an individual plan to be developed if physical restraint is deemed necessary as an ongoing strategy

Record Keeping

Each instance involving the use of physical intervention must be formally documented. The processes can be found at [http://pr.det.qld.gov.au/corp/hr/workplace/Pages/1Health-and-Safety-Incident-Recording,-Notification-and-Management.aspx](http://pr.det.qld.gov.au/corp/hr/workplace/Pages/1Health-and-Safety-Incident-Recording,-Notification-and-Management.aspx) online. Following each instance involving the use of physical intervention, the following records are to be maintained:

- Physical Intervention Incident Report (Appendix 6)

6. Consequences for unacceptable behaviour

Cordialba 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 the behaviour. Minor behaviours are monitored through recording incidences in ‘OneSchool’ and the use of the Office Referral Form - Behaviour Referral form, (Appendix 4). This form is used to record all multiple minor and major problem behaviour.

Specific policies have been developed to address:

- The Use of Personal Technology Devices at School (Appendix 1);
- Procedures for Preventing and Responding to Incidents of Bullying (Appendix 2);
- Appropriate Use of Social Media (Appendix 3).
- Work together to keep knives out of school (Appendix 7)

Minor and major behaviours

The range of correction and intervention strategies utilised by the school in preventing, responding to and intervening in student behaviour problems has been listed in previous sections. In the early stages of correction, the general aim is to modify acute inappropriate behaviour and have the individual back on task in the learning environment with minimal disruption to their learning and to the environment itself. This is the rationale of the ‘least intrusive’ approach. Similarly, the intervention strategies for students with chronic behaviour issues are generally supportive management strategies. However, there are occasions when incidents of student behaviour must be dealt with through the application of a logical consequence, aimed at reducing the disruption to the safe learning environment, encouraging student reflection on behaviour in the interests of developing self-responsibility, and providing reparation and restitution to those who may be the ‘victims’ of the behaviour. There is no ‘prescription’ for logical consequences in the school (eg Behaviour A = Consequence A), because of the realisation that the individual circumstances of each situation must be taken into account.
Teachers are encouraged to use their professional judgement in choosing from a range of logical consequences developed and approved by the school community. At Cordalba State School, the following are examples of logical consequences for unacceptable behaviour:

<table>
<thead>
<tr>
<th>Example of inappropriate behaviour</th>
<th>Consequence</th>
</tr>
</thead>
</table>
| Incessant talking/Calling Out     | Seating plan - Movement away from peers  
|                                   | Movement to Reflection desk to sit at.  
|                                   | Movement to Buddy class                |
| Stealing                          | Referral to Principal                  |
|                                   | Parent Contact                         |
|                                   | Replace or return any items stolen     |
|                                   | Sessions with Guidance Officer/School Adopt-a-cop |
| Striking a classmate              | Apology                                |
|                                   | Referral to Principal                  |
|                                   | Possible short-term withdrawal from playground |
|                                   | Possible suspension based on circumstances |
|                                   | Sessions with BMST (eg Anger Management) |
| Swearing                          | Discussion with teacher regarding Code of Respect |
|                                   | Possible referral to Principal         |
|                                   | Apology if directed at an individual   |
|                                   | Movement to buddy class, reflection desk or withdrawal room |
|                                   | Possible suspension based on circumstances |
| Late for class                    | Rule reminder (bell times)             |
|                                   | Work provided for catch-up at home/ in own time |
|                                   | Parent contact if recurring            |
|                                   | Referral to Principal                  |
|                                   | Possible referral to BMST or Guidance Officer |
| Homework not completed            | Use of own time to complete unfinished work. |
|                                   | Contact with parent if recurring       |
|                                   | Possible creation of alternative 'in-class' times for homework completion based on circumstances |
|                                   | Possible referral to Principal         |

<table>
<thead>
<tr>
<th>Example of inappropriate behaviour</th>
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</tr>
</thead>
</table>
| Non-Compliance/Work Refusal       | Repeat request allowing take-up time  
|                                   | Rule reminder and Code of Behaviour.  
|                                   | Movement of student to buddy class    |
|                                   | Referral to Principal for immediate support if unsafe/disruptive.  
|                                   | Follow-up with Principal at end of session if safe/manageable  
|                                   | Possible suspension based on circumstances |
|Unsafe Playground Behaviour (eg throwing rocks) | Rule reminder relating to Code of Behaviour  
|                                                | Short-term withdrawal (eg Sit in shade)  
|                                                | Possible referral to Withdrawal room  
|                                                | Possible follow-up with Principal depending on circumstances |
|Unsafe Playground Behaviour (eg throwing rocks) | Immediate referral to Principal  
|                                                | Immediate Parent Contact  
|                                                | Consultation with District Office regarding Police involvement etc.  
|                                                | Suspension pending further action |
In applying consequences in the classroom setting, the general aim is to minimise disruption to learning and teaching whilst keeping the student within a learning setting and encouraging them to reflect on their behaviour in the interests of developing self-responsibility. For this reason, teachers at Cordalba State School are encouraged to utilise Reflection areas within the classroom for temporary withdrawal, and Buddy Classes when withdrawal from the immediate setting is warranted. In these venues, students complete behaviour reflection plans. Withdrawal to reflection areas and Buddy Classes is often linked to a 3 strike warning system, as follows:

**'3 STRIKE' BEHAVIOUR MANAGEMENT PROCESS**

**STEP 1**
Acknowledgement of Compliance

**STEP 2**
Low Intrusion Corrective Strategies
- Tactical Ignoring/Selective Attending
- Cueing/Descriptive Encouraging
- Proximity/Body Language/Close personal talk
- Directive Question/Simple Verbal Direction

**STEP 3**
Initiation of Three Strike Process and Non-emotive phrases

*eg* WHAT ARE YOU DOING?  
WHAT SHOULD YOU BE DOING?  
ARE YOU GOING TO DO IT?  
*eg* “John, start your Maths, thanks”.

The student’s name is recorded on the board, and a tick or cross added to represent Strike 1. The teacher may even verbalise this fact *eg* “John, that is Strike 1”.

**STEP 4**
If the student fails to modify the behaviour, or initiates a new inappropriate behaviour, the teacher repeats Step 3. Another tick or cross is added to the name on the board, representing Strike 2. The teacher informs the student of what will happen if Strike 3 is reached. If the student gets no further than Strike 2 in the lesson/session, the name is rubbed off the board at the end of that lesson/session and the student starts the next lesson/session with a clean slate.

**STEP 5**
On the 3rd strike or at the response “No, I am not going to do it”, the student is sent to the REFLECTION AREA within the classroom or to the Buddy Class. Here the student will complete their Reflection Plan and any set work. The class teacher (and Buddy Teacher if at Buddy class) will negotiate the length of the time the student is to be withdrawn (e.g. until completion of Reflection Plan, completion of set work, end of lesson or session). The student is only re-admitted to the lesson/classroom if the class teacher is satisfied with their Reflection Plan, or may be sent back to the Reflection Area/Buddy Class to revise their plan. The teacher re-admits the student to the lesson when satisfied with the Reflection Plan and any set work has been completed.

**STEP 6**
Any student who refuses to go to the Reflection Area or Buddy Class, or who misbehaves in the Buddy Class, is referred to the administration. The Principal will speak with the student, and if they are compliant and settled, will escort them to the Buddy Class or keep them in the office area to complete their Reflection Plan. Often, there is an additional consequence for the initial refusal that the child remains in the Buddy Class or office for the entire next session. If the student remains non-compliant or unsettled, the parent is phoned by the Principal using the process of Voluntary Parent Contact and given the following options:

1) Speak to their child on the phone
2) Come to the school and personally supervise the child in the next session
3) Withdraw the child for the rest of the day to calm and reflect
4) Let the school handle the situation (which could result in suspension depending on the level of the student’s behaviour)

Suspension of a student from Cordalba State School is a consequence which is used generally as a last resort (for a student with chronic behaviour issues who is resistant to attempts to modify their behaviour) or as a natural restitution and reparation process for high level, unsafe behaviours (e.g., physical violence or verbal abuse directed at a student or teacher). Use of suspension serves to initiate increased support for the student upon their re-entry, with the aim of preventing a repeat of the behaviour and assisting the student to re-integrate into the school environment. Compulsory re-entry meetings for students returning from suspension, participated in by the student, parent-caregivers, school administration, class teachers (if involved) and school support personnel (e.g., Behaviour Support Teacher, Guidance Officer), help to create a supportive network for the student and define the support processes to be used.

Some serious behaviours will result in a ‘proposal or recommendation by the Principal to exclude’ the student.

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

- **Minor** problem behaviour is handled by staff members at the time it happens.
- **Major** problem behaviour is referred directly to the school Administration team.

**Minor** behaviours are those that:

- are minor breeches of the school rules;
- do not seriously harm others or cause you to suspect that 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 require involvement of specialist support staff or Administration.

Minor problem behaviours may result in the following consequences:

- Staff will use Essential Skills for Classroom Management to correct students exhibiting minor behaviours (least to most intrusive)
- a re-direction procedure. The staff member takes the student aside and:
  1. names the behaviour that the student is displaying;
  2. asks the student to name expected school behaviour;
  3. states and explains expected school behaviour if necessary; and
  4. gives positive verbal acknowledgement for expected school behaviour.
- a minor consequence that is logically connected to the problem behaviour, such as complete removal from an activity or event for a specified period of time, partial removal, individual meeting with the student, apology, restitution or detention for work completion.

**Major** behaviours – Multiple Incidents of Minor Behaviour are those that:
follow the recording of three minor behaviours.

Major behaviours – Single Incident - are those that:

- significantly violate the rights of others;
- put others / self at risk of harm; and
- require the involvement of school Administration.

Major behaviours – Levels One and Two

When major problem behaviours (either level 1 or 2) occur, staff members calmly state the major problem behaviour to the student, issue them with the Reflection Sheet and remind them of the expected school behaviour. The student is then directed to spend time either in a ‘Cross Class’ or ‘Reflection Room’ to allow the opportunity to review appropriate school and class expectations. A ‘re-entry’ process is completed by staff using ‘restorative questioning’ strategies. This process assists with the reinforcement of expectations and fosters positive relationships between staff and students.

Time Out: Removal to a buddy class ‘cross/classing’ / removal from the playground / ‘Reflection Room’ for major behaviours or cumulative recordings of minor behaviour)

Time Out procedures may be used:

- as one of a range of options for students to manage their own behaviour
- in order to assist a student in the calming down process
- as a strategy to reduce the frequency of a particular behaviour

All staff, students and parents are made aware of the appropriate use of; and procedures for; Time Out.

These include:

- giving the student opportunity to re-join class at regular intervals
- provide the student with opportunities to complete assessments to fulfil educational requirements
- ensure when using Time Out as a management technique that it is consistent with:
  - developmental stage of the student
  - any special needs that the student may have
- ensuring the student is safe and under supervision at all times
- ensuring emergency procedures are in place for students ‘out of class’
- the regular review of time out procedures, frequency of use with particular students, and effectiveness measured using data

Major behaviours – Levels Two and Three
Major behaviours may result in an immediate referral to Administration because of their seriousness. The staff member completes the office referral form (Appendix 4) and if needed escorts the student to Administration or calls for assistance.

Major problem behaviours may result in the following consequences:

- **Level One**: Time in office, removal to cross-class or Reflection room, alternate lunchtime activities, loss of privilege, restitution, loss of break times, warning regarding future consequence for repeated offence, and / or referral to Tier 2 ‘Targeted’ behaviour supports
  
  AND/OR

- **Level Two**: Parent contact, referral to Regional Behaviour Support personnel / Guidance Officer, referral to Intensive Behaviour Support Team, suspension from school:
  
  AND/OR

- **Level Three**: Students who engage in very serious problem behaviours such as major violent physical assault, or the use or supply of weapons or drugs can expect to be recommended for exclusion from school following an immediate period of suspension.

Detentions may be used to prevent the escalation of inappropriate behaviour or as a last resort alternative to suspension or exclusion.

7. **Network of student support**

Students at Cordalba State School are supported through positive reinforcement and a system of universal, targeted, and intensive behaviour support by:

- Parents
- Teachers
- Support Staff
- Head of Department
- Administration Staff
- Guidance Officer
- Advisory Visiting Teachers
- Engaging Early Learners - Positive Learning Centre Staff
- Senior Guidance Officer
- School Chaplain/Student Welfare Worker
- School Adopt-a-Cop Officer
- School Youth Health Nurse
- Youth Support Coordinator.

External support is also available through the following government and community agencies:

- Disability Services Queensland
- Child and Youth Mental Health
- Queensland Health
- Department of Communities (Child Safety Services)
- Police
- Local Council
- Neighbourhood Centre.

8. **Consideration of individual circumstances**

To ensure alignment with the Code of School Behaviour when applying consequences, the individual circumstances and actions of the student and the needs and rights of school community members are considered at all times.

Cordalba State School considers the individual circumstances of students when applying support and consequences by:
• promoting an environment which is responsive to the diverse needs of its students
• establishing procedures for applying fair, equitable and non violent consequences for infringement of the code ranging from the least intrusive sanctions to the most stringent
• recognising and taking into account students' age, gender, disability, cultural background, socio-economic situation and their emotional state
• recognising the rights of all students to:
  o express opinions in an appropriate manner and at the appropriate time
  o work and learn in a safe environment regardless of their age, gender, disability, cultural background or socio-economic situation, and
  o receive adjustments appropriate to their learning and/or impairment needs.

9. Related legislation

• Commonwealth Disability Discrimination Act 1992
• Commonwealth Disability Standards for Education 2005
• Education (General Provisions) Act 2006
• Education (General Provisions) Regulation 2006
• Criminal Code Act 1899
• Anti-Discrimination Act 1991
• Commission for Children and Young People and Child Guardian Act 2000
• Judicial Review Act 1991
• Workplace Health and Safety Act 2011
• Workplace Health and Safety Regulation 2011
• Right to Information Act 2009
• Information Privacy (IP) Act 2009

10. Related policies and procedures

• Statement of expectations for a disciplined school environment policy
• Safe, Supportive and Disciplined School Environment
• Inclusive Education
• Enrolment in State Primary, Secondary and Special Schools
• Student Dress Code
• Student Protection
• Hostile People on School Premises, Wilful Disturbance and Trespass
• Police and Child Safety Officer Interviews with Students, and Police Searches at State Educational Institutions
• Acceptable Use of the Department's Information, Communication and Technology (ICT) Network and Systems
• Managing Electronic Identities and Identity Management
• Appropriate Use of Mobile Telephones and other Electronic Equipment by Students
• Temporary Removal of Student Property by School Staff

11. Some related resources

• Bullying. No Way!
• Schoolwide Positive Behaviour Support
• Code of Conduct for School Students Travelling on Buses
Endorsement

Effective Date: 1 January 2016 – 31 December 2018
Appendix 1

The use of personal technology devices at school

This policy reflects the importance the school places on students displaying courtesy, consideration and respect for others whenever they are using personal technology devices.

Certain personal technology devices banned from school

Students must not bring valuable personal technology devices like cameras, digital video cameras or MP3 players to school as there is a risk of damage or theft. Such devices will be confiscated by school staff and may be collected at the end of the day from the school office. Breaches of this prohibition may result in discipline.

Confiscation

Permitted personal technology devices used contrary to this policy on school premises will be confiscated by school staff. They will be made available for collection from the school office at the end of the school day unless required to be kept for purposes of disciplinary investigation, when it will only be returned in the presence of a parent.

Devices potentially containing evidence of criminal offences may be reported to the police. In such cases police may take possession of such devices for investigation purposes and students and parents will be advised to contact Queensland Police Service (QPS) directly.

Students who have a personal technology device confiscated more than once will not be permitted to have a personal technology device at school for at least one month, or longer if deemed necessary by the Principal.

Personal technology device etiquette

Bringing personal technology devices to school is not encouraged by the school because of the potential for theft and general distraction and/or disruption associated with them. However, if they are brought to school, they must be turned off.

Recording voice and images

Every member of the school community should feel confident about participating fully and frankly in all aspects of school life without concern that their personal privacy is being invaded by them being recorded without their knowledge or consent.

We uphold the value of trust and the right to privacy at Cordalba State School. Students using personal technology devices to record inappropriate behaviours or incidents (such as vandalism, fighting, bullying, staged fighting or pranks etc) for the purpose of dissemination among the student body or outside the school, by any means (including distribution by phone or internet posting) builds a culture of distrust and disharmony.

Students must not record images anywhere that recording would not reasonably be considered appropriate (e.g. in change rooms, toilets or any other place where a reasonable person would expect to be afforded privacy). Recording of events in class is not permitted unless express consent is provided by the class teacher.

A student at school who uses a personal technology device to record private conversations, ordinary school activities (apart from social functions like graduation ceremonies) or violent, illegal or embarrassing matter capable of bringing the school into public disrepute is considered to be in breach of this policy.

Even where consent is obtained for such recording, the school will not tolerate images or sound captured by personal technology devices on the school premises or elsewhere being disseminated to others, if it is done for the purpose of causing embarrassment to individuals or the school, for the purpose of bullying or harassment, including racial and sexual harassment, or where without such intent a reasonable person would conclude that such outcomes may have or will occur.
Students may be subject to discipline (including suspension and recommendation for exclusion) if they breach the policy by being involved in recording and/or disseminating material (through text messaging, display, internet uploading or other means) or are knowingly the subject of such a recording.

Students should note that the recording or dissemination of images that are considered indecent (such as nudity or sexual acts involving children) are against the law and if detected by the school will result in a referral to QPS.

**Text communication**
The sending of text messages that contain obscene language and/or threats of violence may amount to bullying and or harassment or even stalking, and will subject the sender to discipline and possible referral to QPS. Students receiving such text messages at school should ensure they keep the message as evidence and bring the matter to the attention of the school office.

**Assumption of cheating**
Personal technology devices may not be taken into or used by students at exams or during class assessment unless expressly permitted by staff. Staff will assume students in possession of such devices during exams or assessments are cheating. Disciplinary action will be taken against any student who is caught using a personal technology device to cheat during exams or assessments.

**Recording private conversations and the Invasion of Privacy Act 1971**
It is important that all members of the school community understand that under the Invasion of Privacy Act 1971, 'a person is guilty of an offence against this Act if the person uses a listening device to overhear, record, monitor or listen to a private conversation'. It is also an offence under this Act for a person who has overheard, recorded, monitored or listened to a conversation to which s/he is not a party to publish or communicate the substance or meaning of the conversation to others.

Students need to understand that some conversations are private and therefore to overhear, record, monitor or listen to such private conversations may be in breach of this Act, unless consent to the recording is appropriately obtained.

**Special circumstances arrangement**
Students who require the use of a personal technology device in circumstances that would contravene this policy (for example to assist with a medical condition or other disability or for a special project) should negotiate a special circumstances arrangement with the Principal.

*Personal Technology Devices include, but are not limited to, games devices (such as Portable gaming devices, Tamagotchis®, laptop computers, PDAs, Blackberrys®, cameras and/or voice recording devices (whether or not integrated with a mobile phone or MP3 player), mobile telephones, iPods® and devices of a similar nature.*
Appendix 2

School policy for preventing and responding to incidents of bullying (including cyberbullying)

Purpose
Cordial State School strives to create positive, predictable environments for all students at all times of the day. The disciplined and teaching environment that we are creating is essential to:
- achieving overall school improvement, including the effectiveness and efficiency of our student support procedures
- raising achievement and attendance
- promoting equality and diversity and
- ensuring the safety and well-being of all members of the school community.

There is no place for bullying in Cordalba State School. Those who are bullied and those who bully are at risk for behavioural, emotional and academic problems. These outcomes are in direct contradiction to our school community's goals and efforts for supporting all students.

Bullying behaviours that will not be tolerated at Cordalba State School include name-calling, taunting, mocking, making offensive comments, kicking, hitting, pushing, taking belongings, inappropriate text messaging, sending offensive or degrading images by phone or internet, producing offensive graffiti, gossiping, excluding people from groups, and spreading hurtful and untruthful rumours.

Bullying may be related to:
- race, religion or culture;
- disability;
- appearance or health conditions;
- sexual orientation;
- sexist or sexual language;
- children acting as carers; or
- children in care.

At Cordalba State School there is broad agreement among students, staff and parents that bullying is observable and measurable behaviour. When considering whether or not bullying has occurred, we will therefore avoid speculation on the intent of the behaviour, the power of individuals involved, or the frequency of its occurrence. Whether bullying behaviour is observed between students of equal or unequal power, whether it occurs once or several times, and whether or not the persons involved cite intimidation, revenge, or self-defence as a motive, the behaviour will be responded to in similar fashion, that is, as categorically unacceptable in the school community.

Rationale
Many bullying behaviours are peer-maintained through the actions of bystanders. That is, peers react to bullying in ways that may increase the likelihood of it occurring again in the future. Reactions include joining in, laughing, or simply standing and watching, rather than intervening to help the person being bullied. Whilst our school would never encourage students to place themselves at risk, our anti-bullying procedures involve teaching the entire school a set of safe and effective responses to all problem behaviour, including bullying, in such a way that those who bully are not socially reinforced for demonstrating it.

The anti-bullying procedures at Cordalba State School are an addition to our schoolwide positive behaviour support processes. This means that all students are being explicitly taught the expected school behaviours and receiving high levels of social acknowledgement for doing so. Adding lessons on bullying and how to prevent and respond to it is a subset of procedures that our students are already accustomed to.
Prevention

Attempting to address specific problem behaviours will not be successful if the general level of disruptive behaviour in all areas of our school is not kept to a low level. Therefore, our schoolwide universal behaviour support practices will be maintained at all times. This will ensure that:

- Our universal behaviour support processes will always remain the primary strategy for preventing problem behaviour, including preventing the subset of bullying behaviour
- All students know the three school rules and have been taught the expected behaviours attached to each rule in all areas of the school
- All students have been or are being taught the specific routines in the non-classroom areas, from exiting the classroom, conducting themselves in accordance with the school expectations in the playground and other areas, to re-entering their classrooms
- All students are receiving high levels of positive reinforcement for demonstrating expected behaviours, including those associated with following our routines, from all staff in the non-classroom areas of the school
- A high level of quality active supervision is a permanent staff routine in the non-classroom areas. This means that duty staff members are easily identifiable and are constantly moving, scanning and positively interacting as they move through the designated supervision sectors of the non-classroom areas.

The student curriculum modules of the anti-bullying process consist of lessons taught by all teachers in all classrooms to a schoolwide schedule of instruction. At all times simultaneous instruction is our goal, in order to maintain consistency of skill acquisition across the school.

An initial introductory lesson is delivered, which teaches the 3-step process to be used by all students when experiencing bullying behaviour either as a person being bullied, the person bullying or bystander.

The introductory lesson is followed by several shorter lessons, each of which focuses on one of the bullying behaviours that the school has identified and defined. These lessons include instruction on how to approach adults and also on what reactions and systemic responses they should expect from adults.

Research indicates that a common outcome of anti-bullying programming is an improvement in understanding of bullying but little change in the frequency or nature of actual bullying behaviour. One of the reasons cited for this outcome is the lack of behavioural rehearsal in the programming. The anti-bullying process at Cordalba State School takes care to combine knowledge with practice in a process of active learning, so that students understand by ‘doing’ as much as by ‘knowing’.

Cordalba State School records inappropriate behaviour and uses behavioural data for decision-making. This data is entered into our database on a daily basis and can be recalled as summary reports at any time. This facility allows the school to track the effectiveness of its anti-bullying process, to make any necessary adjustments, and to identify specific bullying behaviours that may need to be revisited or revised in the instructional process.
Appendix 3

Appropriate use of social media

Cordialba State School embraces the amazing opportunities that technology and the internet provide to students for learning, being creative and socialising online. Use of online communication and social media sites and applications (apps) can provide positive social development experiences through an opportunity to develop friendships and shape identities.

When used safely, social media sites and apps such as Facebook, Twitter and Instagram can provide positive opportunities for social learning and development. However, inappropriate or misguided use can lead to negative outcomes for the user and others.

Cordialba State School is committed to promoting the responsible and positive use of social media sites and apps.

No student of Cordialba State School will face disciplinary action for simply having an account on Facebook or other social media site.

As is set out in the school policy for preventing and responding to incidents of bullying (including cyberbullying) found at Appendix 2, it is unacceptable for students to bully, harass or victimise another person whether within Cordialba State School’s grounds or while online. Inappropriate online behaviours can have a negative impact on student learning and the good order and management of Cordialba State School, whether those behaviours occur during or outside school hours. This policy reflects the importance of students at Cordialba State School engaging in appropriate online behaviour.

Role of social media

The majority of young people use social media sites and apps on a daily basis for school work, entertainment and to keep in contact with friends. Unfortunately, some young people misuse social media technologies and engage in cyberbullying.

Social media by its nature will result in the disclosure and sharing of personal information. By signing up for a social media account, users are providing their personal information.

Students need to remember that the internet is a free space and many social media sites and apps, like Twitter, have limited restrictions placed upon allowable content and regulated procedures for the removal of concerning posts.

Social media sites and apps are designed to share online content widely and rapidly. Once students place information and/or pictures online, they have little to no control over how that content is used.

The internet reaches a global audience. Even if students think that comments or photos have been deleted, there can be archived records of the material that will continue to be searchable into the future.

Inappropriate online behaviour has the potential to embarrass and affect students, others and the school for years to come.
Appropriate use of social media
Students of Cordalba State School are expected to engage in the appropriate use of social media. Specific examples of appropriate use of social media sites and apps include:

- Ensuring that personal information, such as full name, address, phone number, school name and location or anyone else's personal information, is not shared.

- Thinking about what they want to say or post, and how it could be interpreted by others, before putting it online. Remember, once content is posted online you lose control over it. Students should not post content online that they would be uncomfortable saying or showing to their parents' face or shouting in a crowded room.

- Remembering that it can be difficult to work out whether messages typed on social media sites and apps are meant to be funny or sarcastic. Tone of voice and context is often lost which can lead to unintended consequences. If students think a message may be misinterpreted, they should be cautious and make the decision not to post it.

- Never provoking, or engaging with, another user who is displaying inappropriate or abusive behaviour. There is no need to respond to a cyberbully. Students should report cyberbullying concerns to a teacher and allow the teacher to record and deal with the online concern.

If inappropriate online behaviour impacts on the good order and management of Cordalba State School, the school may impose disciplinary consequences for that behaviour regardless of whether the behaviour occurs during or outside of school hours.

Disciplinary consequences could include suspension and/or exclusion. In serious cases of inappropriate online behaviour, the school may also make a report to the police for further investigation.

Cordalba State School will not become involved in concerns of cyberbullying or inappropriate online behaviour where the incident in question does not impact upon the good order and management of the school. For example, where cyberbullying occurs between a student of this school and a student of another school outside school hours. Such an incident will be a matter for parents and/or police to resolve.

Laws and consequences of inappropriate online behaviour and cyberbullying
Inappropriate online behaviour may in certain circumstances constitute a criminal offence. Both the Criminal Code Act 1995 (Cth) and the Criminal Code Act 1899 (Qld) contain relevant provisions applicable to cyberbullying.

The Commonwealth Criminal Code outlines a number of criminal offences concerning telecommunications services. The most relevant offence for cyberbullying is “using a carriage service to menace, harass or cause offense to another person”.

The Queensland Criminal Code contains several applicable sections for cyberbullying. Potential relevant criminal offences are:

- Unlawful stalking.
- Computer hacking and misuse.
- Possession of child exploitation material.
- Involving a child in making child exploitation material.
- Making child exploitation material.
• Distribution of child exploitation material.
• Criminal Defamation.

There are significant penalties for these offences.

Cordalba State School strives to create positive environments for all students at all times of the day, including while online. To help in achieving this goal, Cordalba State School expects its students to engage in positive online behaviours.
### Appendix 4

Cordalba State School  
Behaviour Referral form/s – Minor and Major

<table>
<thead>
<tr>
<th>Student Name:</th>
<th>Location (please tick)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Date:</td>
<td>Class: Playground</td>
</tr>
<tr>
<td>Time:</td>
<td></td>
</tr>
<tr>
<td>Referring staff member:</td>
<td>Specialist Lesson</td>
</tr>
<tr>
<td></td>
<td>Classroom</td>
</tr>
<tr>
<td></td>
<td>Other</td>
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</table>

<table>
<thead>
<tr>
<th>Problem Behaviour</th>
<th>Major (Please tick)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minor (Please tick)</td>
<td>Defiance/Disrespect</td>
</tr>
<tr>
<td></td>
<td>Low intensity, brief failure to follow directions.</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>Physical Contact</td>
<td>Physical Aggression</td>
</tr>
<tr>
<td></td>
<td>Actions involving serious physical contact where injury may occur (e.g. hitting, punching, hitting with an object, kicking, scratching etc.).</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>Inappropriate language</td>
<td>Inappropriate /Abusive language</td>
</tr>
<tr>
<td>Low intensity language (e.g shut up, idiot etc).</td>
<td>Repeated verbal messages that involve swearing or use of words in an inappropriate way directed at another individual or group.</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>Disruption</td>
<td>Disruption</td>
</tr>
<tr>
<td></td>
<td>Repeated behaviour causing an interruption in a class or playground. (e.g. Yelling or screaming, noise with material, disrupting games, sustained out of seat behaviour etc).</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>Property Misuse</td>
<td>Vandalism</td>
</tr>
<tr>
<td>Low intensity misuse of property.</td>
<td>Student engages in an activity that results in substantial destruction or disfigurement of property.</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>Dress Code</td>
<td>Dress Code</td>
</tr>
<tr>
<td>Student wears clothing that is near, but not within, the dress code guidelines defined by the school.</td>
<td>Refusal to comply with school dress code.</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>Safety</td>
<td>Safety</td>
</tr>
<tr>
<td>Student engages in brief or low-level safety violation not involving hurting any other individuals or groups.</td>
<td>Student engages in frequent unsafe activities where injury may occur.</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>Dishonesty</td>
<td>Major Dishonesty</td>
</tr>
<tr>
<td>Student engages in minor lying/cheating not involving any other person.</td>
<td>Student delivers message that is untrue and/or deliberately violates rules and/or harms others.</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>Harassment / Bullying</td>
</tr>
<tr>
<td></td>
<td>Repeated teasing, physical and verbal intimidation of a student.</td>
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<tr>
<td></td>
<td>Other</td>
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<table>
<thead>
<tr>
<th>School Expectation</th>
<th>Category</th>
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<tbody>
<tr>
<td>Be SAFE</td>
<td>Be Respectful</td>
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</table>

<table>
<thead>
<tr>
<th>Others involved in incident</th>
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<tbody>
<tr>
<td>None</td>
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</tbody>
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25
## Appendix 5

### Physical Restraint / Intervention Report

<table>
<thead>
<tr>
<th>Initial Report Compiled by</th>
<th>Date and Time Report Completed</th>
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<tbody>
<tr>
<td><strong>Signed</strong></td>
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<table>
<thead>
<tr>
<th>Details of Student</th>
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</tr>
</thead>
<tbody>
<tr>
<td><strong>Name</strong></td>
<td><strong>Class</strong></td>
</tr>
<tr>
<td><strong>Details of Staff involved in Incident</strong></td>
<td><strong>Teacher</strong></td>
</tr>
<tr>
<td><strong>Name</strong></td>
<td><strong>Role</strong></td>
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<table>
<thead>
<tr>
<th>Reason for restraint:</th>
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</tr>
</thead>
<tbody>
<tr>
<td>To cease the physical assault of another student or staff member</td>
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</tr>
<tr>
<td>To avert an immediate danger to him/herself or to others</td>
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</tr>
<tr>
<td>To avoid serious property damage</td>
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</tbody>
</table>

**Other**

<table>
<thead>
<tr>
<th>Details of Incident</th>
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</tr>
</thead>
<tbody>
<tr>
<td><strong>Date</strong></td>
<td><strong>Time</strong></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Initial Staff involved</th>
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<tbody>
<tr>
<td>Restraint Location</td>
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</tr>
<tr>
<td>Duration of Restraint</td>
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<tr>
<td>Student Removed to</td>
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</table>

<table>
<thead>
<tr>
<th>De-Escalation Strategies Used Prior to Restraint</th>
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</thead>
<tbody>
<tr>
<td>Distraction</td>
<td>Change of face, place, activity</td>
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<table>
<thead>
<tr>
<th>Physical Condition of Student Before Restraint</th>
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<tbody>
<tr>
<td>Physical Condition of Student After Restraint</td>
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<table>
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<tr>
<th>Details of Any Injury</th>
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<table>
<thead>
<tr>
<th>Injury to Student</th>
<th>Yes ☐ No</th>
<th>Incident Report Completed</th>
<th>Yes ☐ No</th>
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<table>
<thead>
<tr>
<th>Details of Injury</th>
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<td>Injury to Staff Name:</td>
<td>Yes ☐ No</td>
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<tr>
<td>Incident Report completed</td>
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| Details of Damage | |

| Details of Trauma | |

| Notifying Procedures | |

<table>
<thead>
<tr>
<th>Incident Reported to Parent / Carer Contacted</th>
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</thead>
<tbody>
<tr>
<td><strong>Name</strong></td>
<td><strong>Time and Date</strong></td>
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<table>
<thead>
<tr>
<th>Student(s): Post Incident Discussion / Debrief</th>
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</thead>
<tbody>
<tr>
<td><strong>Location</strong></td>
<td><strong>Time and Date</strong></td>
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<tr>
<th>Present</th>
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</table>

| Details | |

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26
<table>
<thead>
<tr>
<th>Staff: Post Incident Discussion / Debrief</th>
</tr>
</thead>
<tbody>
<tr>
<td>Location</td>
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<tr>
<td>Present</td>
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<tr>
<td>Details</td>
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<table>
<thead>
<tr>
<th>Other Forms Completed</th>
</tr>
</thead>
<tbody>
<tr>
<td>One School</td>
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</tbody>
</table>

**Follow Up Report – to be completed by Form Recipient**

1. Follow up Call

   Made by:                             Made to:               

2. Post Investigation

   Necessary ○ Not Completed by:        Recorded in:           

3. Damage Repair

   Necessary ○ Not Organised by:        

4. Entered on MYHR / WHS

   Necessary ○ Not Completed by:        

5. Entered on OneSchool

   Necessary ○ Not Completed by:        

   As Contact Completed by:            On Student Profile of

   As single student incident Completed by: On Student Profile of

   As multiple student incident Completed by: On Student Profile of

6. Other Forms completed

   Debrief Report | Physical restraint / Intervention record | Individual Plan including Physical Restraint |

Signed:
Appendix 6
Debriefing Report

Formal debriefing
Formal debriefing should be led by a staff member trained in the process who has not been involved in the event. The goals of debriefing are to:
- reverse or minimise the negative effects of physical intervention;
- prevent the future use of physical intervention; and/or
- address organisational problems and make appropriate changes.

For students who have language or communication difficulties the debriefing process will need to be modified to accommodate their specific receptive and expressive needs.

Debriefing should provide information on:
- who was involved;
- what happened;
- where it happened;
- why it happened; and
- what we learned.

The specific questions we want to answer through the debriefing process are:
- **FACTS**: what do we know happened?
- **FEELINGS**: how do you feel about the event that happened?
- **PLANNING**: what can/should we do next?

Questions for staff
- What were the first signs?
- What de-escalation techniques were used?
- What worked and what did not?
- What would you do differently next time?
- How can physical intervention be avoided in this situation in the future?
- What emotional impact does using physical intervention have on you?
- What was your emotional state at the time of the escalation?

Questions for student
- What was it that you needed?
- What upset you most?
- What did we do that was helpful?
- What did we do that got it that way?
- What can we do better next time?
- Would you do something differently next time?
- What could we have done to make the physical intervention less invasive?

Notes on the discussion that occurs during the debriefing report are not required to be documented, however a note should be made that the debriefing has occurred for both staff and students involved (e.g. names, date, time and outcomes).
Appendix 7
Working together to keep Cordalba State School safe - possession / use of knives at school

We can work together to keep knives out of school.
At Cordalba State School:

- Every student has the right to feel safe and be safe at school.
- There is no reason for a student to have a knife at school.
- No knives are allowed to be taken to school by students
- It is against the law for a student to have a knife at school.
- A student that has a knife at school can receive very serious consequences.

What kinds of knife are banned?

- You are not allowed to have any type of knife at school including:
- Flick knives, ballistic knives, sheath knives, push daggers, trench knives, butterfly knives, star knives, butter knives, fruit knives or craft knives
- Any item that can be used as a weapon eg a chisel

If you need a knife or tools for school subjects, school staff will provide them and supervise their use.

What will happen if I bring a knife to school?

- If you have a knife at school, the Principal may call the police.
- Police can search you and your property at school if they think you have a knife.
- If you have a knife at school you may be disciplined eg an immediate period of suspension, recommendation for exclusion
- You may be charged with a criminal offence and face serious consequences if convicted, including a fine or jail.
- School property such as desks or lockers can be searched if the Principal suspects you have a knife on or in school property.
- If the Principal thinks you have a knife in your bag, the bag can be confiscated until the police arrive.
- If you have a knife at school, it can be confiscated by the Principal and given to the police.
- You may face serious disciplinary consequences if you bring a knife to school.

How can I help to keep Cordalba State School safe?

- Make sure you know the rules and laws about knives.
- Ask your parents not to put knives or knife tools into your lunchbox, pencil case or craft kit.
- Contact your teacher if you are being threatened or bullied at school.
- Immediately tell a teacher or adult if you think someone has a knife at school, or if they say they will bring a knife to school.
- Immediately tell a teacher if a student is threatening anyone with an object that could injure them.

How can parents help to keep Cordalba State School safe?

- Make sure your child knows what the laws and rules are about knives.
- Do not include knives or knife tools in children’s lunch boxes, pencil cases or craft kits.
- Contact your school Principal if you believe your child is being bullied or threatened at school.
- If you want to talk about students and knives at school, please contact the Principal.

Referenced at