



Type: School Policy	Name: Behaviour Management Policy	Policy No: SLW1.03
Implementation Date: 2010	Last Reviewed: May 2024	Next Review Date: May 2026

Behaviour Management Policy

At the heart of St Hilda's School are the students, each uniquely created in the image of God and called to flourish. Student policies safeguard their learning, wellbeing, and growth, ensuring that every girl is supported to become confident, creative, and articulate. Inspired by the Great Commandment, we seek to form students who live with compassion, courage, and service to others.

Purpose

The School's Expectations of Students Policy may be supplemented from time to time by specific legislation, rules and directives. The Expectations of Students Policy includes such matters as:

- the rights and responsibilities of students within the School community;
- behaviour management;
- the role of any School leadership system (or equivalent) in the School and the monitoring of that system; and
- the management and reporting of serious incidents including "reportable conduct".

The purpose of this Behaviour Management Policy is to recognise the School's restorative practices to ensure the behaviour of students is conducive to a School environment where learning is not disrupted, and that the School's values of love, compassion, forgiveness, hope and grace are maintained, to prepare our young women to be innovative, resourceful, and collegial, living our School motto, Non Nobis Solum – Not for Ourselves Alone.

Context

This policy applies to all employees (paid or unpaid, full time, part time, casual, volunteers) and others (such as parents/carers, clergy, contractors and consultants associated with the School) and all St Hilda's School students.

Members of the whole School community including parents, guardians and carers are required to comply with this policy at School.

The School has established appropriate behaviour management practices for students, consistent with the philosophy of the School and with other aspects of this policy.

Scope

St Hilda's School students are supported through restorative practices by staff and their parents/carers.

Restorative Practice is a whole School approach to promoting resilience and aims to contribute to the building of positive relationships within our School community. It is focused on guiding students to become aware of the impact of their behaviour on others through personal accountability and learning from a conflict situation. An important component of Restorative Practice is the focus on restoring relationships after harm has been encountered.

Restorative Practice promotes inclusiveness, relationship building and problem solving. Students are encouraged to take responsibility and to reflect on their actions in order to come up with plans to repair harm.

All students have a right to learn. Behaviour should at all times be conducive to learning. Disruptive behaviour will not be tolerated.

In line with this Policy, it is important to refer to the Expectations of Students Policy; School's Enrolment Contract – Code of Conduct and Expectations; and School Expectations sections.

Related documents

- **St Hilda's School**
 - [Boarding – Expectations of Boarders Policy](#)
 - Bullying and Harassment Policy – Students
 - Cyber Safety and Digital Wellbeing Student Acceptable Use of Technology Agreement
 - Communication Policy
 - Enrolment Contract
 - [Expectations of Students Policy](#)
 - [Expectations of the School Community Policy](#)
 - Junior School Behavioural Guidance and Procedures
 - Junior, Middle and Senior School Student Organisers
 - Middle Senior School Behaviour Management Handbook
 - Mobile Phone Policy
 - Social Media Use Policy
 - Substance (Drugs, Alcohol, Tobacco and Vapes) Policy

- **Anglican Schools Commission**
 - [Code of Conduct for Anglican Schools and Education & Care Services](#)
 - [Creating Environments for Students to Thrive](#)

Resource

The School will ensure that there are adequate resources (financial, skill and time) to ensure compliance with the legislative environment.

The School Council

The School Council will ensure that it is focused on the development of key policies that will enable clear implementation of this policy. Resources will be available for the Principal to develop programs. The School Council ensures there are policies to support the needs of all students who are part of the school community.

The Principal

This policy will be implemented after approval of the School Council. The Principal will be responsible for the leading of a respectful and inclusive culture, the ongoing professional development of staff and the dissemination of Anglican Church and government materials to meet the objectives of the policy. The Principal will report to the School Council on the operations of the policy and the needs that may emerge from appropriate evaluation. The Principal will ensure programs fall within budget guidelines.

Evaluation

A continual review will be conducted and reviewed for breaches of compliance and in line with current legislative requirements. Appropriate training, processes and practices will be developed or modified to meet the review conclusions.

Policy Management

The School may, from time to time, review and update this document to take account of new laws and technology, changes to the School's operations and practices and to make sure it remains appropriate to the changing school environment.

Document Control

Version	Description	Date
V1.0	Document created 2010; biennial updates to 2020	2020
V2.0	Reformatted and updated	01/07/2022
V2.1	Changed reference to Code of Conduct – Students Policy; Code of Conduct – School Community Policy; and Boarding – Boarder Code of Conduct Policy; to new titles, Expectations of Students Policy; Expectations of the School Community Policy; Boarding – Boarder Expectations of Students Policy. Added more information to the Purpose of this Policy. Added statement to refer to Expectations of Students Policy in addition to Enrolment Contract content. Updated Distribution Checklist. Reformatted to new School branding.	31/10/2022
V3.0	Document reviewed and updated.	10/05/2024
V3.1	Updated document location and staff position titles in Document Checklist section, changed Staff Portal to Ammonite and footer reference. Added preamble. Added Middle to Senior School Behaviour Management Handbook and Student Organisers. Content of policy not reviewed – cyclical review due in May 2026.	16/12/2025

Distribution Checklist

No.	Recipient	Responsible	✓
1	Document location: St Hilda's SharePoint> OneDrive>Documents>General>Policies and Procedures\1. Student Learning and Welfare	EA to the Deputy Principal	✓
2	Ammonite – PDF format, all St Hilda's staff access	EA to the Deputy Principal	✓
3	St Hilda's School website sthildas.qld.edu.au	St Hilda's School marketing team marketing@sthildas.qld.edu.au	✓
4	Printed form: <ul style="list-style-type: none"> Principal's office 	EA to the Deputy Principal	✓