

Preamble

Victory Lutheran College is a Christian school providing educational services in a pluralistic society. The College community is a diverse mixture of students, staff and families with differing religious, social and cultural backgrounds. By choosing to join this community however, these people have accepted the College's Philosophy and Aims and committed themselves to working within the framework of College policies.

The Policy should be read in the context of the College's Philosophy and Aims which, assert the commitment of the College to providing a caring Christian environment.

The Policy should be regarded as a dynamic instrument to be reviewed and improved in conjunction with the **VLC – Restorative Practice Policy and Procedure**.

Rationale

All human societies, communities and enterprises require a clear statement of expectations, standards, rules, regulations, rewards and punishments for their orderly and effective operation. Our approach to school discipline is determined by an understanding of how God relates to, and cares for, his people. God established authorities such as Governments, schools and parents as an expression of his love to preserve the lives of his people and ensure their physical welfare. School authorities maintain order and justice, to prevent unrest and violence and to protect the weak from the strong. The school, then, is an institution which promotes order and provides a structure within which living and learning can occur.

Victory Lutheran College espouses the values of; love, justice, compassion, forgiveness, service, humility, courage, hope, quality and appreciation. The behaviour of all members of our community need to reflect these values. Our College is a place where tolerance and acceptance become part of the human condition; where an individual can learn to disagree with another's actions or attitudes without rejecting the person; where one can acknowledge another's limitations or abilities without the need to seek revenge; where one can fail and yet succeed.

Lutheran Christians believe God cares for his people through the Law and the Gospel. The Gospel is the message of forgiveness given to us freely through Christ. Christ gives us a love that accepts the other (1 John 4: 10-11). Only this message can change and transform people. God also cares for his people through the Law. The Law shows people their wrong doings and seeks to achieve social order and a clear framework whereby all people can live at peace.

At Victory Lutheran College God works through the Gospel in:

- worship to help students and staff spiritually and mentally for the challenges and pressures of what lays ahead;
- encouraging and enhancing respect for each student and particularly for those who lack self esteem;
- developing a caring Christian environment in which teasing, bullying, discrimination and harassment should not occur;
- promoting respect and support for members of staff, both teaching and non-teaching. so that they may more effectively and happily perform their duties;
- helping students and staff feel better about themselves through recognition of their unique gifts and abilities and re-affirmation of their value in God's eyes and in the eyes of the community; and
- helping students who experience difficulty in relating to others, to identify, address and overcome their difficulties through the care and support of fellow students and staff and through counselling and pastoral care services as appropriate.

The Law works in the Behaviour Management Policy by:

- encouraging and rewarding responsible and thoughtful behaviour;
- discouraging irresponsible and thoughtless behaviour by exploring the consequences of such behaviour, and through appropriate disciplinary measures;
- ensuring the College is a safe place for students, staff and visitors;

- preventing abuse of College property and personal property by exploring the consequences of such behaviour and through appropriate disciplinary measures;
- protecting students and staff from the harmful effects to themselves and others of alcohol, tobacco and other drugs;
- developing behaviour patterns conducive to learning; and
- demonstrating and teaching the value of responsible behaviour through good example and with sensitivity and justice.

Aims

- To ensure that all students are able to develop academically, spiritually, socially and physically in an environment that is safe and conducive to learning.
- For staff to apply the discipline procedures in a consistent manner for the good of the student. It is important that as role models, staff set an example of the behaviour that is required of our students, particularly with regard to courtesy, punctuality and mutual respect.
- To help the students develop self discipline and a sense of personal responsibility for their behaviour.

The intention of this policy is to foster and develop a College environment:

- where children accept responsibility for their behaviour and any consequences that may arise from inappropriate or unacceptable behaviour. Our focus on restorative justice enables students to develop an understanding that their behaviour affects others;
- in which staff and students care for each other and support each other;
- which is devoid of teasing, bullying and harassment of others;
- which is devoid of alcohol, tobacco and other drugs which are harmful to individuals and other members of the community;
- in which the property of the College and the property and belongings of each person are respected and not abused;
- which in every way, including standards and practice in dress and public behaviour, promotes the image of the College as a caring, Christian community; and
- promoting awareness of and responsiveness to the needs of others within a caring College environment and hence make the College a happier place for all, especially those who find school a negative experience.

Principles

1. **CONSISTENCY**- Students may be confused by or exploitative of differing emphases or standards. Consistency is essential, both, in a particular staff member's own dealings with students, and in the way in which staff across the College deal with students.
2. **COMMUNICATION**- Students need to understand clearly what behaviour is unacceptable and see that such behaviour will not be tolerated at any time by any staff member.
3. **FAIRNESS**- Students expect and respond to fair dealing and staff will endeavour to be equitable in all situations. Staff have a duty of fairness to other staff by cooperating with agreed procedures so as not to weaken the effectiveness of the system for all.
4. **MOTIVATION**- Students respond best when highly motivated and staff need to develop suitable techniques to motivate students and maintain interest in learning. Variety and maximum participation are essential techniques and the teacher's own enthusiasm for the subject material should be evident.
5. **PREPARATION**- Well prepared lessons help to create the atmosphere for good learning. Students respond to having work checked, corrected and praised.
6. **COOPERATION**- Staff need to discuss behaviour expectations at frequent intervals to ensure that all are demanding similar standards of behaviour and similar management techniques.
7. **ATMOSPHERE**- A well maintained and attractive classroom helps create a positive study atmosphere and all teachers have the responsibility of maintaining good working environments.
8. **SAFETY**- Staff need to be constantly aware of safety issues and seek to ensure that students are protected from harm at all times by appropriate supervision in and between classes, in the grounds, and while in transit to or from the College.

Implementation

- ***Corporal punishment will not be carried out or threatened as a part of Behaviour Management at Victory Lutheran College.***
- All staff will accept the professional responsibility to maintain adequate discipline in the classroom so that effective learning is possible. Failure to do this makes it more difficult for other teachers who teach the same students.
- Staff experiencing difficulty with discipline should seek assistance from peers and/or appropriate Pastoral Care Team Leader/Head of School/Director of Well-being. This is not, however, to be a simple transfer of responsibility as it can effectively deprive them of the power to act and reduces their own authority and status.
- Staff are encouraged to take a professional interest in their students and encourage their educational well-being in every appropriate way and build mutual respect through genuine interaction.
- It is the responsibility of each member of staff to acquaint themselves with the VLC – Restorative Practice Policy and Procedure, this Behaviour Management Policy and supporting documentation. In order to ensure fairness, consistency and the smooth running of the College, staff must enforce these regulations. Difficulties in the implementation of college regulations should be discussed/reviewed in Staff Meetings on a regular basis.
- A regular time will be allocated at staff meetings to the discussion of common and effective management procedures and student discipline issues. These meetings need to consider such issues as:
 - punctuality of staff and students;
 - the formulation of considered and consistent classroom rules;
 - orderly movements between classes;
 - before school arrangements and supervision; and
 - the appropriateness of penalties.
- Restorative practice is a major facet of behaviour management at Victory Lutheran College. Therefore, we extend forgiveness to all students who have acknowledged their wrong doing and work towards restoring the relationships which have been damaged as a result. Please refer to the VLC – Restorative Practice Policy and Procedure information.
- Whilst our work with the students should be geared to teaching students self-discipline, there will be occasions when it is necessary to discipline students who have not yet achieved the required level of self-discipline. Where students are to be disciplined the following should be taken into account:
 - the disciplinary action should be commensurate with the offence committed; and
 - where possible, the discipline should be applied by the teacher. If this does not achieve the desired result, then assistance should be sought from the appropriate Pastoral Care Team Leader and/or Head of School.

All members of the College community have a role in the implementation of this Behaviour Management Policy.

Parents will:

- accept responsibility as the first and most important role models and educators for their children;
- support the College in its efforts to create a safe, caring and orderly environment for all students;
- accept the expectations and consequences of Behaviour Management;
- expect their children to abide by the College standards;
- help their children value consequences of responsible behaviour and accept consequences of irresponsible behaviour;
- support the College in discouraging any form of harassment;
- acknowledge praise and reward responsible behaviour; and
- value success in a range of activities and encourage students to achieve their personal best.

Teachers will:

- model, teach and encourage Christian attitudes and behaviour;
- create a safe, caring and orderly environment conducive to teaching and learning;
- make expectations and consequences clear;
- establish effective routines;
- admonish students with Christian love;
- ensure that students' learning is not hindered through harassment, disability or disruptive behaviour;
- acknowledge, praise and reward responsible behaviour; and
- have high expectations of performance, value a range of successes and encourage students to achieve their personal best.

Students will:

- learn and strive to demonstrate Christian attitudes and behaviour;
- participate in the creation of a safe, caring and orderly environment;
- accept responsibility for maximising the learning opportunities for themselves and others;
- know and accept expectations of responsible behaviour;
- accept the consequences of irresponsible behaviour;
- know routines and abide by them;
- be aware of and take responsibility for their own behaviour choices;
- value success in a range of activities and aim to achieve their personal best;
- accept other students without any form of harassment; and
- participate in discussion of standards, responsibilities and consequences.

BEHAVIOUR PATHWAY

LEVEL 1

Communication with students- low level inappropriate classroom behaviours.

LEVEL 2

Communication with Parents - repeated low level behaviour.

LEVEL 3

Continued communication with parents and tracking of student. Teacher and Pastoral Care Team Leader work collaboratively to develop a future plan and strategies.

LEVEL 4

Established pattern of at-risk behaviour, referral to Director of Well-being and/or appropriate Head of School.

LEVEL 5

Referral to the Principal.

*****NB ... Each of these pathways will be facilitated through a restorative conversation that is in line with the VLC – Restorative Practice Policy and Procedure.***

Evaluation:

This policy, together with the Behaviour Management Guidelines for Staff and the Restorative Practice Policy and Procedure, will be reviewed as part of the review for “VRQA – Student Discipline”.