Welfare Policy
Student Welfare encompasses everything the school community does to satisfy the personal, social and learning needs of students and to enhance their well-being. It is fundamental to quality education and is the responsibility of all teachers together with other members of the total school community. Drummoyne Public School endeavours to promote the welfare of all members of the school community by building a positive school climate based on the following Values:

- Respect
- Responsibility
- Fairness
- Personal Best
- Kindness

<table>
<thead>
<tr>
<th>Value</th>
<th>Junior Definition</th>
<th>Senior Definition</th>
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<tbody>
<tr>
<td>Respect</td>
<td>• Use good manners and treat people the way you would like to be treated.</td>
<td>• Appreciate people for who they are by listening to their ideas and feelings, caring for their culture and accepting they may be different to you.</td>
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<tr>
<td>Responsibility</td>
<td>• Think before you act, be in control, own up for your own actions.</td>
<td>• Being thoughtful, reliable, organised and trusted.</td>
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<tr>
<td>Fairness</td>
<td>• Play by the rules, accept people for who they are and share.</td>
<td>• Treat everyone as your equal, show tolerance and accept differences.</td>
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<tr>
<td>Personal Best</td>
<td>• Try your hardest and don’t give up too soon. Believe in yourself.</td>
<td>• Do the best that you can do and be a risk taker.</td>
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<tr>
<td>Kindness</td>
<td>• Being nice to others, looking after them and not being aggressive. No name calling or bullying.</td>
<td>• Be generous, thoughtful and helpful.</td>
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</table>

Values Awards for Student Recognition

- Principal’s Badge = 3 principal’s Awards
- Principal’s Award = 5 Values Awards
- Values Awards Given by teachers when 5 Star Awards are achieved for both playground and classroom behaviour and achievement.
- Values Stars given either individually or for hard work and good behaviours through stamp chart systems in class.
Welfare Implementation
The school will always endeavour to promote discipline in a fair and positive manner. Discipline management will be based on promoting and reinforcing appropriate behaviour at all times, including in the classroom, the playground and while travelling to and from school. The school, in cooperation with parents, will work towards these values through three major areas:

Personal Development Programs
For Example:
- Child Protection
- Drug Education
- Buddies (Kindergarten/Year Six)
- Implementation of PD/H/PE
- Leadership Training
- Opportunities for student leadership
- SRC

Supervision measures to ensure the safety and well being of students.
For Example:
- Well-developed educational programs that cater to student needs
- Clearly expressed class rules rewards and sanctions
- Clearly expressed school rules
- Supervision procedures that reflect our Duty of Care
- Effective communication between the school and the community
- Positive re-enforcement of acceptable behaviour.

Measures to assist students towards full participation in the school's educational program.
For Example:
- Clear procedures for supporting students at risk
- Specialist programs in Learning Support
- Access to the School Counsellor
- Access to PSSA sports programs
- Gifted and Talented student opportunities
- Recognition of student achievement in a range of areas through the Values Program

Role of the Student
All students have the responsibility to develop positive behaviour patterns by relating our school values to their daily experiences. Students need to understand that with rights, come responsibilities. The agreed values are set out below.

Role of the Teacher
Classroom management strategies focus on positive reinforcement for acceptable behaviour as well as clear consequences for unacceptable behaviour. The classroom teacher and the class collaboratively decide on the rules, stated in positive terms, the rewards and consequences for their classroom. These rules are prominently displayed.
The Role of the Executive

Principal
The Principal is responsible for overseeing welfare. The Executive inform the Principal of issues at regular Executive Meetings. In instances of persistent disobedience or aggressive behaviour the Principal has the authority to suspend a student. This measure is only taken in accordance with NSW Department of Education and Training procedures.

Deputy Principal
The Deputy Principal is the head of the Welfare committee and manages the related welfare policies and procedures within the school. They have responsibility for implementation of these and all Department of Education policies regarding student welfare and Child Protection. The Deputy responds to all significant in class behaviour issues as per the Behaviour Management Flowchart attached.

The Assistant Principals
Assistant Principals monitor the welfare of the students for the Stage they supervise. They work in consultation with colleagues when developing strategies that promote student welfare. Student welfare issues are reviewed at Executive Meetings. This ensures a continual monitoring of issues. Assistant Principals may refer students who continue to follow a pattern of inappropriate behaviour or display behaviour causing serious concern to the Deputy Principal.

Community support of student welfare:

Home School Communication
- A range of formal and informal communication procedures
- Parent participation in school events
- Opportunities for parent forums
- Early communication of concern

The role of the parent
- Support the school in its work with students
- Encourage your child to resolve problems through negotiation
- Supervise homework.
- Take an active role in your child’s education.
- Respond to phone calls/letters sent home.
- Set clear, firm limits to children’s behaviour.
- Keep school codes, e.g. punctuality, uniform, conduct.

Reviewed 2011
Behaviour Management Flowchart

School Expectations

Classroom
Rule reminder e.g. eye contact, verbal reminder.
Warning e.g. name on board.
Time Out including time out with supervising AP.
Teacher may contact parent.
AP may refer student to lunchtime Think Room conference, or to Deputy Principal for persistent or extreme behaviour.
Serious behaviour: Student sent directly to the Deputy Principal.

Playground
Rule reminder
Walk with teacher
For minor incidents such as teasing or annoying, unsafe play, minor out-of-bounds.
Have a drink and calm down.
Send to Office staff who contact the executive teacher on duty
For incidents such as repeated rule breaking, fighting, bullying, physical or verbal abuse, or out-of-bounds.
The referring teacher will follow up with the Executive.

Consequences
The Deputy will implement appropriate strategies. E.g. Think Room, parent or caregiver contact, intervention programs etc.
In consultation with the Principal, intervention may include Suspension following departmental procedures.

Think Room
Student is referred to Think Room by grade supervisor or Executive on duty.
Strategies to avoid further problems are noted.
Class teacher is informed.

Consequences
The Executive on duty or the Deputy will investigate the incident.
The student may be referred to Think Room.

Possible School Response
Referral to Principal
Parent contacted.
Referral to Student Welfare Committee, possible behaviour management referral.
Exclusion from playground. If more than one day in consultation with Principal.
Withdrawal of privileges such as camps etc
Suspension Procedures