KARINGAL PRIMARY SCHOOL

No. 4922

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STUDENT WELL BEING AND ENGAGEMENT POLICY

PURPOSE

The purpose of this policy is to ensure that all students and members of our school community understand:

- our commitment to providing a safe and supportive learning environment for students
- expectations for positive student behaviour
- support available to students and families
- our school's policies and procedures for responding to inappropriate student behaviour.

Karingal Primary School is committed to providing a safe, secure and stimulating learning environment for all students. We understand that students reach their full potential only when they are happy, healthy and safe. A positive school culture, where student participation is encouraged and valued, helps engage students and support them in their learning. Our school acknowledges that student well-being and student learning outcomes are closely linked.

The objective of this policy is to support our school to create and maintain a safe, supportive and inclusive school environment consistent with our school's values.

SCOPE

This policy applies to all school activities, including camps and excursions.

CONTENTS

1. School profile
2. School values, philosophy and vision
3. Wellbeing and engagement strategies
4. Identifying students in need of support
5. Student rights and responsibilities
6. Student behavioural expectations and management
7. Engaging with families
8. Evaluation

POLICY

1. School profile

Karingal Primary School was established in 1966 and is located on a picturesque site in a well-established suburb, close to the City of Frankston, 53 km south-east of Melbourne. The school's attractive site, with established native trees, contrasts with the local urban environment and the shopping complex nearby. Karingal Primary School is a medium-sized school of 250 students with a unique and successful Montessori stream operating within. The school hall is used daily to support a Before and After School Care program.

Karingal Primary School is committed to providing a friendly, dynamic and secure learning environment that strives to develop respectful, resilient, lifelong learners. It supports students to achieve their personal best in an atmosphere of mutual respect and cooperation. Karingal Primary School is strongly committed to

the development and building of teacher capacity within its staff and continuous improvement to achieve maximum outcomes for all students. It values working with the whole school community in an atmosphere of mutual respect and cooperation where the school values of Respect, Integrity, Persistence, Relationships and Resilience form the moral purpose of the school and the foundation for ensuring the best environment for all.

The current staffing profile includes a vast majority of experienced and some beginning teachers with a diverse range of backgrounds and interests. A strong partnership exists between the School Council, the highly professional staff and a dedicated core of supportive parents. There is an active Community and Well-being committee that incorporates fundraising.

An Early Years partnership operates with Frankston City Council at Karingal PLACE which is adjacent to the school and the students have access to the gymnasium during school hours. The school works closely to manage and integrate these key stakeholders.

The development of a new multipurpose hall, Visual Arts room, STEM room and canteen has commenced with the construction due to be completed in early 2023

2. School values, philosophy and vision

Karingal Primary School is committed to providing a friendly, dynamic and secure learning environment that strives to develop respectful, resilient, lifelong learners. It supports students to achieve their personal best in an atmosphere of mutual respect and cooperation.

At Karingal Primary School a clearly defined set of core values underpin everything we do. We value:

RESPECT	Is defined by Fairness, Strength, Consideration and Sincerity
INTEGRITY	Is defined by Truth, Honesty, Responsibility, Loyalty and Safety
PERSISTENCE	Is defined by Control, Hard work, Commitment, Learning, Purposefulness and Success
RESILIENCE	Is defined by Humour, Initiative, Flexibility and Courage
RELATIONSHIPS	Are defined by Empathy, Collaboration, Support and Trust

Our Statement of Values is available online.

3. Wellbeing and engagement strategies

To realise our vision, our school has in place a range of strategies to promote engagement, positive behaviour and respectful relationships for all students in the school. We recognise that some students, as a group or as individuals may need extra social, emotional or educational support to flourish at school, and so we will put in place strategies to identify these students and provide them with the support they need.

The school works collaboratively with students and parents/ carers to establish fair and respectful behaviour policies and practices, based on the school's values, expected social competencies and positive peer relationships. There are also intervention strategies in place to address inappropriate behaviours, which can negatively impact on the learning environment of the self and others.

The following programs and strategies are being implemented to promote student engagement, high attendance and positive behaviours:

- The delivery of a student environment in which they feel safe and supported and where their teachers have high expectations for their learning.
- The creation of fair, respectful and consistent behaviour management systems, which ultimately deliver tolerance and respect for all individuals.

- A strong and sequential transition program and practices at the different stages throughout the school, which if successful reduces anxiety and develops resilience and readiness.
- The provision of a learning environment that welcomes all parents/carers and is responsive to them as partners in learning, thus ensuring that the unique experiences and skills of their students' families and the community is enriched.
- The deployment of early intervention strategies which will enable the early identification of vulnerable students and those at risk of disengagement from school, with a particular focus on school attendance. Access to specialised school personnel like psychologists, speech pathologists and social workers.
- Ensuring that the parent/carer community assists the school with an understanding of the need for wearing of uniforms, punctuality, the Year 6 Special Uniform, consistent attendance and involvement in all school activities

4. Identifying students in need of support

Karingal Primary School is committed to providing the necessary support to ensure our students are supported intellectually, emotionally and socially. The Student Wellbeing team plays a significant role in developing and implementing strategies to help identify students in need of support and enhance student wellbeing. Karingal Primary School will utilise the following information and tools to identify students in need of extra emotional, social or educational support:

- personal, health and learning information gathered upon enrolment and while the student is enrolled
- attendance records
- academic performance
- observations by school staff such as changes in engagement, behaviour, self-care, social connectedness and motivation
- attendance, detention and suspension data
- engagement with families
- self-referrals or referrals from peers

5. Student rights and responsibilities

All members of our school community have a right to experience a safe and supportive school environment. We expect that all students, staff, parents and carers treat each other with respect and dignity. Our school's Statement of Values highlights the rights and responsibilities of members of our community.

Students have the right to:

- participate fully in their education
- feel safe, secure and happy at school
- learn in an environment free from bullying, harassment, violence, racism, discrimination or intimidation
- express their ideas, feelings and concerns.

Students have the responsibility to:

- participate fully in their educational program
- display positive behaviours that demonstrate respect for themselves, their peers, their teachers and members of the school community
- respect the right of others to learn.

Students who may have a complaint or concern about something that has happened at school are encouraged to speak to their parents or carers and approach a trusted teacher or a member of the school leadership team. Further information about raising a complaint or concern is available in our Complaints Policy.

6. Student behavioural expectations and management

Behavioural expectations of students are grounded in our school's Statement of Values/Student code of conduct.

Violence, bullying, and other offensive and harmful behaviours such as racism, harassment and discrimination will not be tolerated and will be managed in accordance with this policy. [If your school has a stand-alone bullying prevention policy] Bullying will be managed in accordance with our Bullying Prevention Policy.

When a student acts in breach of the behaviour standards of our school community, Karingal Primary School will institute a staged response, consistent with the Department's policies on behaviour, discipline and student wellbeing and engagement. Where appropriate, parents will be informed about the inappropriate behaviour and the disciplinary action taken by teachers and other school staff.

Our school considers, explores and implements positive and non-punitive interventions to support student behaviour before considering disciplinary measures such as detention, withdrawal of privileges or withdrawal from class.

Disciplinary measures may be used as part of a staged response to inappropriate behaviour in combination with other engagement and support strategies to ensure that factors that may have contributed to the student's behaviour are identified and addressed. Disciplinary measures at our school will be applied fairly and consistently. Students will always be provided with an opportunity to be heard.

Disciplinary measures that may be applied include:

- warning a student that their behaviour is inappropriate
- teacher controlled consequences such as moving a student in a classroom or other reasonable and proportionate responses to misbehaviour
- withdrawal of privileges
- restorative practices
- detentions
- behaviour support and intervention meetings
- suspension
- expulsion

Suspension, expulsion and restrictive interventions are measures of last resort and may only be used in situations consistent with Department policy, available at:

- https://www2.education.vic.gov.au/pal/suspensions/policy
- https://www2.education.vic.gov.au/pal/expulsions/policy
- https://www2.education.vic.gov.au/pal/restraint-seclusion/policy

In line with Ministerial Order 1125, no student aged 8 or younger will be expelled without the approval of the Secretary of the Department of Education and Training.

The Principal of Karingal Primary School is responsible for ensuring all suspensions and expulsions are recorded on CASES21.

Corporal punishment is prohibited by law and will not be used in any circumstance at our school.

7. Engaging with families

Karingal Primary School values the input of parents and carers, and we will strive to support families to engage in their child's learning and build their capacity as active learners. We aim to be partners in learning with parents and carers in our school community.

We work hard to create successful partnerships with parents and carers by:

- ensuring that all parents have access to our school policies and procedures, available on our school website
- maintaining an open, respectful line of communication between parents and staff, supported by our Communicating with School Staff policy.
- providing parent volunteer opportunities so that families can contribute to school activities
- involving families with homework and other curriculum-related activities
- involving families in school decision making
- coordinating resources and services from the community for families
- including families in Student Support Groups, and developing individual plans for students.

8. Evaluation

Karingal Primary School will collect data each year to understand the frequency and types of well-being issues that are experienced by our students so that we can measure the success or otherwise of our school-based strategies and identify emerging trends or needs.

Sources of data that will be assessed on an annual basis include:

- student survey data
- incidents data
- school reports
- parent survey
- case management
- CASES21, including attendance and absence data
- SOCS

Karingal Primary School will also regularly monitor available data dashboards to ensure any wellbeing or engagement issues are acted upon promptly and any intervention occurs as soon as possible.

COMMUNICATION

This policy will be communicated to our school community in the following ways:

- Available publicly on our school's website
- Included in staff induction processes and staff training
- Included in staff handbook/manual
- Included in transition and enrolment packs
- Hard copy available from school administration upon request

Our school will also ensure it follows the mandatory parent/carer notification requirements concerning suspensions and expulsions outlined in the Department's policies at:

- Suspension process
- Expulsions - Decision

FURTHER INFORMATION AND RESOURCES

The following Department of Education and Training policies are relevant to this Student Engagement and

Wellbeing Policy:

- Attendance
- Student Engagement
- Child Safe Standards
- Supporting Students in Out-of-Home Care
- Students with Disability
- LGBTIQ Student Support
- Behaviour - Students
- Suspensions
- Expulsions
- Restraint and Seclusion

The following school policies are also relevant to this Student Wellbeing and Engagement Policy:

- Child Safety Policy
- Bullying Prevention Policy
- Inclusion and Diversity Policy
- Statement of Values and School Philosophy

POLICY REVIEW AND APPROVAL

Policy last reviewed	November 2026
Approved by	Principal
Next scheduled review date	November 2028