

POSITIVE BEHAVIOUR SUPPORT POLICY

Statement

At Enkindle Village School we believe that social and emotional skills are an essential component for a happy and satisfying life. We believe that these skills can be learnt, and this informs the school's approach to behaviour support. In partnership with the child, families, and community stakeholders, positive patterns of behaviour can be created.

Restorative justice takes situations that otherwise might result in a student being removed from class and instead presents ways to teach the student how to repair the harm that was done and continue forward (Maynard and Weinstein, 2020). This does not mean that we need to accept disrespect and other negative behaviours, it means we need to combat them in a different way (Maynard and Weinstein, 2020).

Purpose

Enkindle Village School is committed to providing a safe, respectful and engaging learning environment for students and staff, where quality learning experiences support the development of personal values which contribute to lifelong wellbeing. Being connected to others in a community in addition to feeling valued relies on being positively engaged.

When a member of staff is addressing student behaviour that is considered inappropriate, positive behaviour support processes which ensure that the student remains positively engaged and connected with school activities should be followed. At Enkindle Village School, we encourage and support students to reflect on their behaviour and guide them to make effective choices that maintain a safe, respectful and caring learning environment for themselves and others. Positive behaviour support is defined as a broad range of systematic and individualised strategies for achieving positive social and learning outcomes while preventing inappropriate behaviour.

At Enkindle Village School, we implement a restorative justice model of behaviour support.

Scope

All students, staff, and volunteers at Enkindle Village School. A whole school approach means everybody in the Enkindle Village School community is committed to a safe and supportive environment. This is provided through:

- Open communication with the whole school community.
- Use of assessment and behavioural data to guide positive behaviour management decisions.
- Share school values and positive reinforcement of school rules.
- Establishment of the student-led Justice Committee.
- Staff access to professional development.
- Managing of incidents through clear and well-understood processes.

Status: Version 4	Supersedes: Version 3
Authorised by: Board Chair	Date of Authorisation: August 2025

References

- *Anti-Discrimination Act 1991 (Qld)*
- *Australian Human Rights Commission Act 1986 (Cth)*
- *Disability Discrimination Act 1992 (Cth)*
- *Disability Standards for Education 2005 (Cth), including Guidance Notes*
- *Australian Education Act 2013 (Cth)*
- *Criminal Code Act 1899 (Qld)*

- United Nations Rights of the Child
- Universal Declaration of Human Rights (1948)
- Alice Springs (Mparntwe) Education Declaration (2019)
- Enkindle Village School Anti-Discrimination, Harassment and Bullying Policy
- Enkindle Village School Child Protection Policy
- Enkindle Village School Code of Conduct
- Enkindle Village School Complaints Handling Policy
- Enkindle Village School Privacy Policy
- Maynard. N and Weinstein. B. (2020), *Hacking School Discipline*. Times 10 Publications

Review Date: Annually	Next Review Date: August 2026
Policy Owner: Townsville Independent School Association Inc.	

Definitions

Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm.

Harassment is defined under federal and state legislation, as any form of behaviour where a person is made to feel intimidated or humiliated because of a particular characteristic(s) e.g., race, sex as specified under anti-discrimination or human rights legislation.

Restorative Justice

Please see the description for each tier following the diagram, consistent with the ‘Procedure’ for minor and major behaviours further below in the document.



Tier 1: Prevention

The first tier is all about community-building as a preventive measure. Teachers and/or peer facilitators lead students in circles of sharing, where the children open up about their fears and goals. Students play an integral part in creating the climate of Tier I. If the children help create the rules, then they have ownership. And if they break them, they can be referred back to them.

Tier 2: Intervention

Tier 2 is implemented when students break a rule or rules. In traditional justice, this is when punishments are meted out. Restorative justice instead turns to mediation. The offending student is given the chance to come forward and make things right. If/where there are affected parties they may need to meet with a mediator present, usually a teacher. The mediator asks nonjudgmental, restorative questions like *What happened? How did it happen? or What can we do to make it right?* Through their discussions, everyone learns about what happened, why it happened, and how the situation can be resolved. Another process may include discussion where students will each have 3 minutes for the Past, Present, Future, uninterrupted to explain their perspective. The mediator may need to support students potentially less capable of articulating their perspective.

Tier 3: Escalation

Tier 3 occurs where the behaviour is of a more serious and/or dangerous nature, or other behaviours that are continuous in nature, where the child is not responding to interventions. The child may need to be removed from the situation and supervised away from the individual or group. Assistance may be needed to help calm the situation.

Where required or where there is potential uncertainty, address of the behaviour is escalated through referral to the Principal or the Principal's delegate. Parents/Guardians of all participants will be notified by phone, email or in person. Pending on the potential severity and/or repetitiveness of the behaviour, the principal will decide on a case-by-case basis whether:

- exclusion of the child from the school with support for a period is required.
- whether any special conditions can be implemented for the child's enrolment to continue.

The incident will be recorded in the Student's Profile on the School Management System.

Recommendation for expulsion of a student may be made by the school principal or delegate to the School Board if/where the severity of the incident necessitates, and/or repetitiveness of the behaviour continues beyond reasonable application of the restorative process. If/where the incident concerns a child of a school board member, a special School Board sub-committee will be formed to deal with the recommendation.

Tier 4: Reintegration

Tier 4 aims to help children who have been out of school due to suspension, expulsion, incarceration, or truancy. Returning to school life can be a real challenge in those cases. Many students in traditional environments quickly re-offend or drop out again. Restorative justice practices seek to reduce potential for undesired behaviours by providing a wraparound supportive environment from the start. A support plan, acknowledging the student's challenges and how to address them, whilst also promoting accountability and achievement, in consultation with the teacher and child's parent(s)/guardian(s), will be created before the child returns to school life.



The Rights of each Child

- To feel safe.
- To be heard and listened to.
- To be accepted as an individual.
- To be shown courtesy, kindness and respect by everyone.
- To expect personal property to be safe from destruction or theft.
- To be spoken to quietly and with respect by everyone.
- To learn in an attractive, well-prepared environment.
- To work without disturbance.

The Responsibilities of each Child

- To express themselves appropriately.
- To accept others as individuals.
- To respect the personal property of others.
- To work without disturbing others.
- To show courtesy, kindness and respect to everyone.
- To cooperate and act in a friendly manner.
- To listen to others, and to allow them their thoughts and opinions.
- To contribute towards the wellbeing of the school community and environment.

Expectations

Enkindle Village School staff make clear to students that negotiated rules and consequences are collaboratively arrived at and that these rules are regularly referred to and modelled.

Minor problem behaviour is handled by staff members at the time it happens. Staff will calmly explain the agreed expectation and describe what behaviour the student is expected to demonstrate.

Minor behaviours are those that:

- Are minor breaches of the school rules.
- Do not cause staff to suspect that a student is harmed.
- Are not part of a repeated pattern of behaviour.

Examples of this include, but are not limited to:

- name calling and putting others down
- causing embarrassment to others
- disrupting class
- distracting others' learning
- non-cooperation or defiance
- low-level physical contact such as pushing

Major behaviours are those that:

- Significantly violate the rights of others
- Put others / self at risk or harm

Examples of this include, but are not limited to:

- repeated minor behaviours
- aggressive swearing and threatening others
- serious physical violence such as punching, kicking or biting with intent to injure

- vandalism and graffiti
- making racial comments or slurs
- making gender discriminatory comments or slurs
- behaviour that is sexual in nature such as exposing oneself or sexual physical contact

Procedure

The mediation process for restorative justice at Enkindle Village School is:

1. Identify the behaviour that occurred.
2. Ask the involved student(s) to step out of the activity for a conversation or to wait after the activity for follow up – whichever is considered at the time is in the best interests of safety for all the students.
3. Use open-ended questions such as the following to learn more about the behaviour and the reasons it happened:
 - What happened?
 - What were you thinking about when it happened?
 - Did this affect anyone, and if so, how did it affect them?

‘Guide the conversation toward a meaningful and positive resolution.’ (Maynard and Weinstein, 2020)

Minor behaviours

First incident:

- Calmly explain the agreed school rules and describe what behaviour the student is expected to demonstrate.

If the behaviour is repeated:

- Ask student to stop the inappropriate behaviour and commence the restorative justice procedure.

Major behaviours

Major behaviours include behaviours of a serious or dangerous nature or other behaviours that are continuous in nature and not responding to interventions.

- The child is to be removed from the situation if/where immediate intervention is required.
- The child is supervised away from the individual or group.
- The child is not to be left alone to deal with their emotions
- Assistance is sought to help calm the situation.

Participants and witnesses of the incident will be interviewed, and the teacher (in conjunction with the school principal) will decide on an appropriate response. This may include a restorative justice session and/or a support plan developed in consultation with the parent(s)/guardian(s).

If/where the behaviour requires further escalation, it is escalated through referral to the Principal or the Principal’s delegate and recorded on the Student Profile on the School Management System and the Parents/Guardians of all participants will be notified by phone, email or in person.

Pending on the potential severity and/or repetitiveness of the behaviour, the principal will decide on a case-by-case basis whether:

- exclusion of the child from the school with support for a period is required.
- whether any special conditions can be implemented for the child’s enrolment to continue.

Recommendation for expulsion of a student may be made by the school principal or delegate to the School Board where the severity of the incident necessitates, and/or repetitiveness of the behaviour continues beyond application of the restorative process. If/where the incident concerns a child of a school board member, a special School Board sub-committee will be formed to deal with the recommendation.

Physical Intervention

Physical intervention is used only as an immediate or emergency response (or as part of an agreed support plan for a student) including to prevent self-harming behaviours. The legal basis for use of physical restraint is twofold. Firstly, it resides in the common law duty of care that staff owe to all students to protect them from foreseeable harm. Secondly, a defence of complaints of assault in respect of physical restraint in section 280 of the Criminal Code.

There is provision for the use of physical restraint involving the restriction of a student's movement for reasons of safety in cases where a student is behaving in a manner that has the potential to injure themselves or others, or to prevent serious property damage.

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.
- Posing an immediate danger to themselves or others.

Appropriate physical intervention may be used to ensure that the Enkindle Village 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.

Physical interventions can involve:

- Coming between students
- Blocking a student's path
- Leading a student by the hand or arm
- Shepherding a student by placing a hand in the centre of the upper back
- Removing potentially dangerous objects
- In extreme situations, using more forceful restraint.

Any physical intervention made must be reasonable and in proportion to the circumstances of the incident. If force is used it must be the minimum needed to achieve the desired result and consider the age, stature, disability, understanding and gender of the student.

Each incident requiring the use of physical intervention must be formally documented with the record of the incident in the student profile on the School Management System.

Training in Child Safe Practices

Please note that all staff will receive annually, behaviour engagement professional learning-training, on strategies for the prevention of bullying, physical intervention, and related child safe practices.