

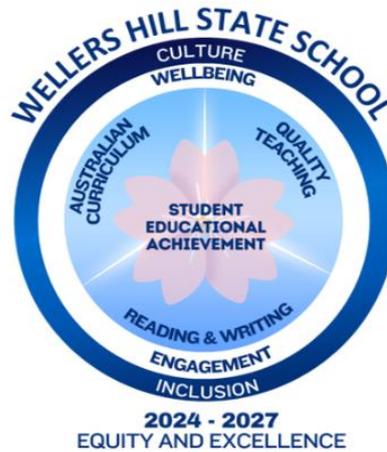


Wellers Hill State School

Everyone connected, Everyday striving to succeed, Everywhere learning



Queensland
Government



Delivering excellence in every state school, for every student

Queensland Department of Education
State Schools Strategy 2025 -2029

Student Code of Conduct 2026 - 2027

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Principal Signature:

Date: 17 February 2026

P/C President and-or School Council Chair Name: Carmen Pugh Scott Nelson

P/C President and-or School Council Chair Signature:

Date: 17 February 2026

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Purpose

Wellers Hill State School is committed to providing a safe, respectful and disciplined learning environment for all students, staff, parents/carers and visitors.

Wellers Hill State School's Student Code of Conduct sets out the responsibilities and processes we use in our school to promote a productive, effective whole school approach to discipline.

Its purpose is to facilitate high standards of behaviour from all in the school community, ensuring learning and teaching in our school is prioritised, where all students can experience success and where staff enjoy a safe workplace.

The school community includes all adults and children who are involved with Wellers Hill State School.

Principal's Foreword

Wellers Hill State School has a long and proud tradition of providing high quality education to students through a modern and progressive curriculum while continuing to embrace cultural diversity, values and inclusivity. We believe strong, positive relationships between all members of our school are the foundation to supporting the success of all students.

At Wellers Hill State School we are committed to:

- **Empowered Learners** – Independent and resilient students who are confident to take risks in their learning.
- **Exemplary Teaching** – Highly skilled teachers who inspire, support, and transform both personal and academic growth.
- **Strong Leadership** – Leaders who set high expectations, model empathy, and foster collaboration and professional growth.
- **Community Connection** – A united school community that promotes belonging and shared responsibility.

These values have been used in the development of this Student Code of Conduct with the aim of helping shape and build the skills of all our students to be confident, self-disciplined and kind young people. Our school staff believe that communication and positive connections with other people are the most valuable skills our communities need now and in the future.

Wellers Hill State School staff take an educative approach to discipline, that behaviour can be taught and that mistakes are opportunities for everyone to learn. Our Student Code of Conduct provides an overview of the school's

local policies on use of mobile phones and other technology, removal of student property and the approach to preventing and addressing incidents of bullying. It also details the steps school staff take to educate students about these policies and how students are explicitly taught the expected behaviours. Finally, it details the consequences that may apply when students breach the expected standards of behaviour, including the use of suspension or exclusion.

The input of the whole community has been invaluable in bringing this Wellers Hill State School Student Code of Conduct together. It provides a clear explanation of what we expect from students and how we will support them to meet those expectations.

P&C Statement of Support

As president of the Wellers Hill State School P&C, and on behalf of its members, I support the new Student Code of Conduct. The involvement of parents is critical to ensuring all adults are able to support the students of the school to meet the set expectations.

We encourage all parents to familiarise themselves with the Wellers Hill State School Student Code of Conduct, and to take time to talk with their children about the expectations and discuss any support they may need. In particular, we want to emphasise the systems in place to help students affected by bullying.

Bullying is a community-wide issue in which we all have a role to play in combating; however, it can have particularly devastating impacts on our young people. It is important that every parent and child of Wellers Hill State School knows what to do if subjected to bullying, regardless of where it occurs. This includes cyberbullying through the misuse of social media or text messaging. It is important that parents and children know that schools provide support and advice to help address problems of bullying, and the enclosed flowcharts and matrices provide an excellent starting point to understand how to approach the school about these types of problems.

Any parents who wish to discuss the Wellers Hill State School Student Code of Conduct and the role of families in supporting the behavioural expectations of students are welcome to contact myself or to join the Wellers Hill State School P&C Association. It is with your support that we can work collaboratively with school staff to ensure all students are safe, supported and appropriately supported to meet their individual social and learning needs.

Learning and Behaviour Statement

All members of the school community bring their own sets of personal beliefs to a school community. These beliefs influence their decisions, behaviour and social practices. It is reasonable to expect that not everyone will share the same sets of beliefs, and this contributes to a richly diverse social environment in each school. It can also contribute to differences in expectations and force a reflection on our own understanding of what we consider acceptable and unacceptable. We encourage any student or parent to make an appointment with their child's teacher/s, deputy principal or principal to discuss the model of behaviour support and discipline used at this school.

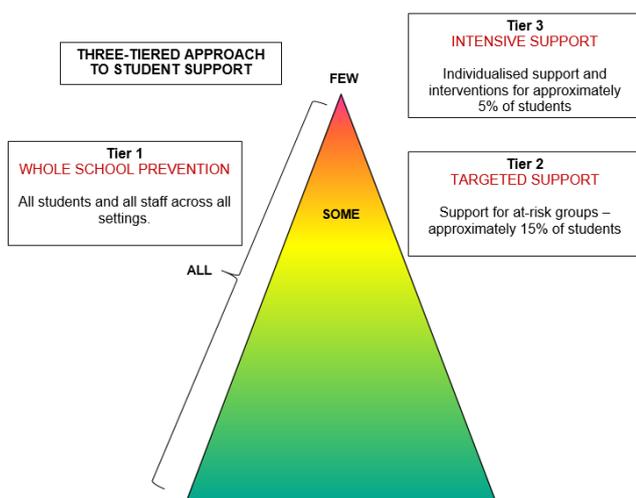
Our school community has identified the following school expectations to teach and promote our high standards of expected behaviour:

- **Safe**
- **Thinker**
- **Attitude**
- **Respectful**

These expectations are represented by red, green, blue and yellow Wellie Stars.

Our school expectations have been agreed upon and endorsed by all staff and our School Council. They are aligned with the values, principles and expected standards outlined in [Education Queensland's Code of School Behaviour](#).

Multi-Tiered Systems of Support



Wellers Hill State School uses multi-tiered systems of support (MTSS) as the foundation for our integrated approach to learning and behaviour. MTSS is a preventative, differentiated model grounded in practical strategies, targeted planning and data-informed decision-making. Based on a problem-solving model, in MTSS school staff match increasingly intensive interventions to the identified needs of individual students.

Tier	Prevention Description
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<p>1</p>	<p>All students (100%) in the school receive support for their academic and behavioural development. Focus is on the whole-school implementation of both the Australian Curriculum and Positive Behaviour for Learning (PBL) expectations (<i>Zones of Regulation</i> and <i>The Resilience Project</i> support our PBL expectations). This involves:</p> <ul style="list-style-type: none"> teaching behaviours in the setting they will be used including social and emotional support strategies being consistent when addressing challenging behaviour, while taking developmental norms and behavioural function into account providing refresher lessons and targeted recognition throughout the school year so skills are ready and likely to be used when students need them asking students and their families for their perspectives on school climate, instruction, reinforcement, and discipline so improvements in Tier 1 may be made.
<p>2</p>	<p>Targeted instruction and supports for some students (10-15%) are more intense than Tier 1 services, providing more time and specialisation in services from a range of school-based staff to enable students to meet the required academic and behavioural standards.</p> <p>Tier 2 supports build on the lessons provided at Tier 1, and may prevent the need for more intensive interventions. Tier 2 supports are provided to small groups of students with similar needs, offering more time and/or detailed instruction on the Australian Curriculum or particular aspects of Positive Behaviour for Learning (PBL) expectations. The types of interventions offered at this level will vary according to the needs of each school's student body, but all have certain things in common:</p> <ul style="list-style-type: none"> there is a clear connection between the skills taught in the interventions and the school-wide expectations. interventions align with teaching and learning in the classroom and are easy to sustain variations within each intervention are limited interventions are "evidence-based" and are matched to the student's need, therefore have a high success rate <p>If the school data indicates that 10 - 15% of students require targeted services, then a review of Tier 1 is needed to address the basic implementation and quality of instruction.</p> <p>At Wellers Hill, we provide focussed teaching for students who continue to demonstrate that they are not meeting the school-level behaviour expectations or responding to the universal in-class strategies. Focussed teaching provides additional support, in or out of the classroom, by re-visiting the PBL expectations (including Zones of Regulation and <i>The Resilience Project</i>) concepts and skills and using explicit and structured instruction to assist in reducing the behaviour of concern. Focussed teaching provides students with more opportunities to practise skills to achieve the intended and expected behaviour. Support throughout the process may include:</p> <ul style="list-style-type: none"> Parent interviews/ contact Teaching replacement behaviours



- Classroom management plans
- School Chaplain programs
- Structured playtime activities
- Goal setting and check-ins with Deputy Principal, Guidance Officer, Inclusion Team
- Targeted individual reward system

3

Individualised services for **few students** (2-5%) who require the most intensive support a school can provide. These are usually delivered in very small groups or on an individual basis.

At Wellers Hill State School, we provide support for a small number of students who require intensive intervention. For this small number of students, who continue to display behaviours that are deemed complex and challenging, individualised, function-based behaviour assessment and support plans, along with multi-agency collaboration may be provided to support the student.

Support at this stage may include:

- One to one counselling (Guidance Officer)
- School Chaplain programs
- Regular communication with parents/ carers
- Case conferencing plan involving the Administration and all stakeholders
- Referral to Guidance Officer
- Functional Behaviour Assessment (FBA)
- Individual behaviour management plan
- Integrated school and community approach
- Teacher Aide support time
- Alternative Programs & Flexible arrangements
- Modified break and play programs

Tier 3 supports continue to build on the lessons and supports provided at Tiers 1 and 2, becoming more individualised and more intensive until support teams can identify what is needed for a student to be successful. Tier 3 supports are based on the underlying reasons for a student's behaviour (their FBA) and should include strategies to:

- PREVENT problem behaviour
- TEACH the student an acceptable replacement behaviour
- REINFORCE the student's use of the replacement behaviour
- MINIMISE the payoff for problem behaviour.

Tier 3 supports exist along a continuum. Many students can benefit from a simple (or brief) FBA that identifies unique strategies to help the student achieve success. A smaller percentage of students may require a more comprehensive FBA that includes a more thorough process for data collection, forming of support teams and problem solving. A much smaller percentage of students may need an intensive FBA and wraparound plan that includes personnel from outside agencies and rigorous problem-solving procedures.

If the school data indicates that more than 2-5% of the student population requires individualised services, a review of Tier 1 and Tier 2 supports and organisation is recommended.

Consideration of Individual Circumstances

Staff at Wellers Hill State School take into account students' individual circumstances, such as their behaviour history, disability, mental health and wellbeing, religious and cultural considerations, home environment and care arrangements when teaching expectations, responding to inappropriate behaviour or applying a disciplinary consequence.

In considering the individual circumstances of each student, we recognise that the way we teach, the support we provide and the way we respond to students will differ. This reflects the principle of equity, where every student is given the support they need to be successful. This also means that not everyone will be treated the same. For example, some students need additional support to interpret or understand an expectation. Others may benefit from more opportunities to practise a required skill or behaviour. For a small number of students, the use of certain disciplinary consequences may be considered inappropriate or ineffective due to complex trauma or family circumstances. These are all matters that our teachers and principal consider with each individual student in both the instruction of behaviour and the response to behaviour.

Our teachers are also obliged by law to respect and protect the privacy of individual students, so while we understand the interest of other students, staff and parents to know what punishment another student might have received, we will not disclose or discuss this information with anyone but the student's family. This applies even if the behavioural incident, such as bullying, involves your child. You can be assured that school staff take all matters very seriously and will address them appropriately. We expect that parents and students will respect the privacy of other students and families.

If you have concerns about the behaviour of another student at the school, or the way our staff have responded to their behaviour, please make an appointment with the principal to discuss the matter.

Student Wellbeing

Wellers Hill State School offers a range of programs and services to support the wellbeing of students in our school. We encourage parents and students to speak with their class teacher or make an appointment to meet with the guidance officer if they would like individual advice about accessing particular services.

Learning and wellbeing are inextricably linked — students learn best when their wellbeing is optimised, and they develop a strong sense of wellbeing when they experience success in learning. The department's [student learning and wellbeing framework](#) supports state schools with creating positive school cultures and embedding student wellbeing in all aspects of school life. This happens through connecting the learning environment, curriculum and pedagogy, policies, procedures and partnerships for learning and life.

Curriculum and pedagogy

Schools build the foundations for wellbeing and lifelong learning through curriculum embedding [personal and social capabilities](#) (self-awareness, self-management, social awareness and social management) in the implementation of the [P–12 curriculum, assessment and reporting framework](#).

Schools acknowledge the positive impact that a meaningful relationship between teacher and students can have on students' academic and social outcomes. As part of the whole school's curriculum at Wellers Hill State School, we provide age-appropriate drug and alcohol education that reinforces public health and safety messages; Body systems, friendships, cyber safety through programs such as Life Education, Respectful Relationships education program and the Education Department's cyber safety team.

Policy and expectations

Within a school community there are specific health and wellbeing issues that will need to be addressed for the whole school, specific students, or in certain circumstances.

Specialised health needs

Wellers Hill State School works closely with parents to ensure students with specialised health needs, including those requiring specialised health procedures, have access to a reasonable standard of support for their health needs whilst attending school or school-based activities.

This means that appropriate health plans are developed and followed for students with specialised health needs, that staff are aware of the student's medical condition and that an appropriate number of staff have been trained to support the student's health condition.

Medications

Wellers Hill State School requires parent consent and medical authorisation to administer any medication (including over-the-counter medications) to students. For students requiring medication to be administered during school hours, Wellers Hill State School can provide further information and relevant forms.

For students with a long-term health condition requiring medication, parents need to provide the school with a [Request to administer medication at school](#) form signed by the prescribing health practitioner.

Wellers Hill State School maintains a minimum of one adrenaline auto-injector and asthma reliever/puffer, stored in the school's first aid kit to provide emergency first aid medication if required.

Mental health

Wellers Hill State School implements early intervention measures and treatments for students where there is reasonable belief that a student has a mental health difficulty. This includes facilitating the development, implementation and periodic review of a Student Plan.

Suicide prevention

Wellers Hill State School staff who notice suicide warning signs in a student should seek help immediately from the school guidance officer, senior guidance officer or other appropriate staff.

When dealing with a mental health crisis, schools call 000 when there is an imminent threat to the safety of student in the first instance, and where necessary provide first aid. In all other situations, Wellers Hill State School staff follow suicide intervention and prevention advice by ensuring:

- the student is not left alone
- their safety and the safety of other students and staff is maintained
- students receive appropriate support immediately
- parents are advised
- all actions are documented and reported.

Student Support Network (GLOW)

Wellers Hill State School is proud to have a comprehensive Student Support Network (Guided Learning Outcomes and Wellbeing) in place to help the social, emotional and physical wellbeing of every student. In addition to the assistance provided by class teachers, we have a team of professionals whose dedicated roles are to help ensure our school is an inclusive, nurturing environment.

Students can approach any trusted school staff member at Wellers Hill State School to seek assistance or advice. If they are unable to assist they will provide guidance and help ensure the student is connected to the appropriate representative of the GLOW team.

Parents who would like more information about the student support roles and responsibilities are invited to contact the Guidance Officer or information is available on the school website (www.wellhillss.eq.edu.au).

Role	What they do
Guidance Officer	<ul style="list-style-type: none">• provides a comprehensive student support program within the school environment offering counselling with students on a one-on-one basis or in a group setting• assists students with specific difficulties, acting as a mediator or providing information on other life skills• liaises with parents, teachers, or other external health providers as needed as part of the counselling process.
Head of Inclusion	<ul style="list-style-type: none">• liaison between teachers, parents, GLOW team and Leadership team for students with learning needs• preparation and submission of supporting documentation for verifications, Regional Support, external support providers• support for students and school staff for students with learning needs
Support Teacher	<ul style="list-style-type: none">• develop and deliver targeted learning programs• support teaching and support staff to deliver targeted learning programs
Deputy Principals	<ul style="list-style-type: none">• responsible for student welfare at each year level

	<ul style="list-style-type: none">• provides continuity of contact for students and their families through the seven years of primary school• ensures students feel safe and comfortable and want to come to school• nurtures a sense of belonging to the home group, year level and school.
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It is also important for students and parents to understand there are regional and statewide support services also available to supplement the school network. These include Principal Advisor Student Protection, Mental Health Coach, Autism Coach, Inclusion Coach, Success Coach, Advisory Visiting Teachers and Senior Guidance Officers. For more information about these services and their roles, please speak with the Guidance Officer.

Whole School Approach to Discipline

Wellers Hill State School uses Positive Behaviour for Learning (PBL) as the multi-tiered system of support for discipline in the school. This is a whole-school approach, used in all classrooms and programs offered through the school, including sporting activities and excursions.

PBL is an evidence-based framework used to:

- analyse and improve student behaviour and learning outcomes
- ensure that only evidence-based practices are used correctly by teachers to support students
- continually support staff members to maintain consistent school and classroom improvement practices.

At Wellers Hill State School we believe discipline is about reinforcing expectations. It is a word that reflects our belief that student behaviour is a part of the overall teaching and learning approach in our school. Our staff take responsibility for making their expectations clear, for providing supportive instruction about how to meet these expectations and strive to use behavioural incidents as opportunities to re-teach.

The development of the Wellers Hill State School Student Code of Conduct is an opportunity to explain the PBL framework with the school community including staff, parents and students, and gain their support to implement a consistent approach to teaching behaviour. The language and expectations of PBL can be used in any environment, including the home setting for students. Doing everything we can do to set students up for success is a shared goal of every parent and school staff member.

Any students or parents who have questions or would like to discuss the Student Code of Conduct or PBL are encouraged to speak with their child's class teacher/s.

PBL Expectations

Our staff are committed to delivering a high quality of education for every student, and believe all adults in the school, whether visiting or working, should meet the same Positive Behaviour for Learning (PBL) expectations in place for students:

- Safe
- Thinker
- Attitude
- Respectful

Students

Below are examples of what these PBL expectations look like for students across the school. In addition, each classroom will have their own set of examples to help students and visitors understand the expectations and meet the standards we hold for everyone at Wellers Hill State School.

Safe:

- High regard for physical safety of self and others
- High regard for emotional and psychological safety of self and others
- Awareness of impact of own behaviour on others

Thinker:

- Considered decisions around choices of behaviour and the impact on others
- Time management
- Positive audience behaviour

Attitude:

- Focus on problem solving
- Sportsmanship at lunch times and during organised activities
- Support peers and school staff to build a positive learning culture

Respectful:

- Use manners and follow the instructions of adults
- Allowing all to learn
- Demonstrate pride in Wellers Hill State School by wearing uniform and representing the school positively

Parents and staff

The table below explains the PBL expectations for parents when visiting our school and the standards we commit to as staff.

Safe

<i>What we expect to see from you</i>	<i>What you can expect from us</i>
You share relevant information about your child's learning, social and behavioural needs with school staff.	We will share relevant information with you about your child's learning, social and behavioural progress at school in a timely manner.
You take a positive, solution-focused approach to resolving complaints.	We will nominate a contact person for you to work with to resolve a school related complaint.
You respect school, student and staff privacy in your online communications (e.g. Emails, social media).	We will act quickly to address social media and other online issues that affect staff, students or families.

Thinker

<i>What we expect to see from you</i>	<i>What you can expect from us</i>
You make an appointment to speak with the class teacher or principal to discuss any matters relating to your child.	We will respond as soon as practicable to your request for an appointment and negotiate a mutually agreeable date and time with you.
You are respectful in your conversations at home about school staff.	We will ensure positive behaviours are role modelled for all students.
You leave and collect your child from the designated area at school.	We will give clear guidance about a designated area for parents to leave and collect students.
You stay informed about school news and activities by reading the school newsletter and other materials sent home by school staff	We will use the electronic school newsletter as the primary means of notifying parents about school news, excursions or events.

Attitude

<i>What we expect to see from you</i>	<i>What you can expect from us</i>
You seek out opportunities to provide positive feedback to the classroom teacher about their work with the class, a student or colleagues.	We will work closely with families to accommodate their personal needs, including work commitments, finances and family structure.
You help your child to see the strengths and benefits in diversity and difference in their classmates and other members of the school community.	We will promote every child's individuality and build a cohesive, inclusive classroom and school culture.

You notice when others need help, parents, staff and students, and ask if there is anything you can do to assist.	We will check in with you about your child's needs or any support your family may require.
You support your child to meet the learning and behavioural expectations at school	We are clear about our learning and behavioural expectations and contact you to provide feedback about your child's progress.

Respectful

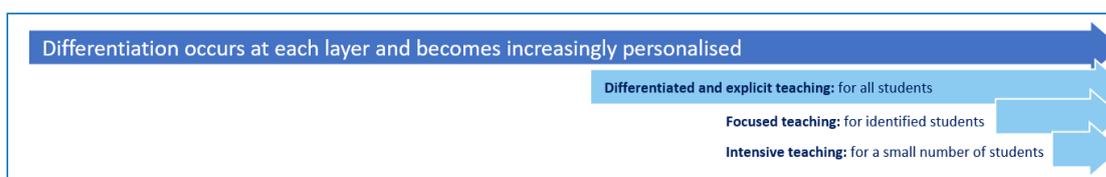
<i>What we expect to see from you</i>	<i>What you can expect from us</i>
You respect the obligation of staff to maintain student and family privacy.	We will maintain confidentiality about information relating to your child and family.
You ensure your children attend school every day and notify the school promptly of any absences or changes in contact details.	We will create a safe, supportive and inclusive environment for every student.
You recognise people are different and will be non-judgemental, fair and equitable to others in the school community.	We will welcome and celebrate a diverse school community with recognition of significant social, cultural and historical events.

Differentiated Teaching

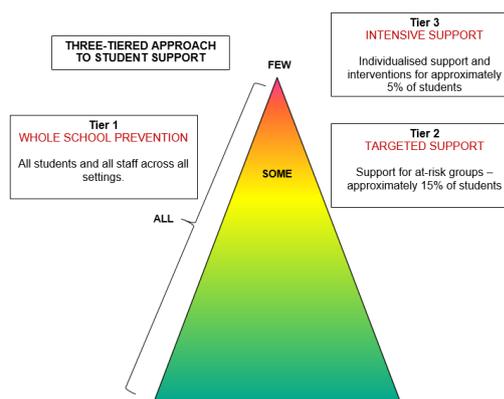
Wellers Hill State School is a disciplined school environment that provides differentiated teaching to respond to the learning needs of all students. This involves teaching expected behaviours and providing opportunities for students to practise these behaviours. Teachers reinforce expected behaviours, provide feedback and correction, and opportunities for practise.

Teachers at Wellers Hill State School vary what students are taught, how they are taught and how students can demonstrate what they know as part of this differentiated approach to behaviour. These decisions about differentiation are made in response to data and day-to-day monitoring that indicates the behavioural learning needs of students. This enables our teachers to purposefully plan a variety of ways to engage students; assist them to achieve the expected learning; and to demonstrate their learning.

There are three main layers to differentiation, as illustrated in the diagram below. This model is the same used for academic and pedagogical differentiation.



These three layers map directly to the tiered approach discussed earlier in the Learning and Behaviour section. For example, in the PBL framework, Tier 1 is differentiated and explicit teaching for all students, Tier 2 is focussed teaching for identified students and Tier 3 is intensive teaching for a small number of students. Each layer provides progressively more personalised supports for students.



Every classroom in our school uses the PBL Expectations Matrix as a basis for developing their behaviour standards. Using this matrix, the class teacher works with all students to explain exactly what each of the expectations look, sound and feel like in their classroom. The completed matrix is on display in every classroom, used as the basis of teaching expectations throughout the year and revisited regularly to address any new or emerging issues. **See Appendix 1 for Expectations Matrix.**

Rewards System

See Appendix 2 for Rewards System Flow Chart

Focused Teaching

Approximately 15% of all students in any school or classroom may require additional support to meet behaviour expectations, even after being provided with differentiated and explicit teaching. These students may have difficulty meeting behavioural expectations in a particular period of the day or as part of a learning area/subject, and focused teaching is provided to help them achieve success.

Focused teaching involves revisiting key behavioural concepts and/or skills and using explicit and structured teaching strategies in particular aspects of a behaviour skill. Focused teaching provides students with more opportunities to practise skills and multiple opportunities to achieve the intended learning and expected behaviour.

Support staff, including teachers with specialist expertise in learning, language or development, work collaboratively with class teachers at Wellers Hill State School to provide focused teaching. Focused teaching is aligned to the PBL Expectations Matrix, and student progress is monitored by the classroom teacher/s to identify those who:

- no longer require the additional support
- require ongoing focussed teaching
- require intensive teaching.

Wellers Hill State School has a range of GLOW staff in place to help arrange and deliver focused teaching to students who need more support to meet

expectations. In addition, the school invests in the following evidence-informed programs to address specific skill development for some students:

- The Resilience Project
- Functional Based Assessment.

For more information about these programs, please speak with the Guidance Officer.

Intensive Teaching

Research evidence shows that even in an effective, well-functioning school there will always be approximately 5% of the student population who require intensive teaching to achieve behavioural expectations. Intensive teaching involves frequent and explicit instruction, with individuals or in small groups, to develop mastery of basic behavioural concepts, skills and knowledge.

Some students may require intensive teaching for a short period, for particular behaviour skills. Other students may require intensive teaching for a more prolonged period. Decisions about the approach will be made based on data collected from their teacher or teachers, and following consultation with the student's family.

For a small number of students who continue to display behaviours that are deemed complex and challenging, then individualised, function-based behaviour assessment and support plans and multi-agency collaboration may be provided to support the student. This approach will seek to address the acute impact of barriers to learning and participation faced by students who are negotiating a number of complex personal issues.

Students who require intensive teaching will be assigned a Case Manager (appropriate for the needs of the individual student) at the school who will oversee the coordination of their program, communicate with stakeholders and directly consult with the student, parents and teacher/s.

Legislative Delegations

Legislation

In this section of the Wellers Hill State School Student Code of Conduct are links to legislation which influences form and content of Queensland state school discipline procedures.

- [Anti-Discrimination Act 1991 \(Qld\)](#)
- [Child Protection Act 1999 \(Qld\)](#)
- [Commonwealth Disability Discrimination Act 1992](#)
- [Commonwealth Disability Standards for Education 2005](#)
- [Criminal Code Act 1899 \(Qld\)](#)
- [Education \(General Provisions\) Act 2006](#)
- [Education \(General Provisions\) Regulation 2017](#)
- [Human Rights Act 2019 \(Qld\)](#)
- [Information Privacy Act 2009 \(Qld\)](#)
- [Judicial Review Act 1991 \(Qld\)](#)
- [Right to Information Act 2009 \(Qld\)](#)
- [Police Powers and Responsibilities Act 2000 \(Qld\)](#)
- [Workplace Health and Safety Act 2011 \(Qld\)](#)
- [Workplace Health and Safety Regulation 2011 \(Cwth\)](#)

Delegations

Under the Education (General Provisions) Act 2006, state school principals are responsible for “controlling and regulating student discipline in the school”.

Principals are afforded a number of **non-delegable powers** to assist them to meet this obligation, including the authority to suspend, exclude or cancel the enrolment of a student at the school. These decision-making responsibilities cannot be delegated to other staff in the school, such as deputy principals.

The details of these responsibilities are outlined in the legislative instruments of delegation and instruments of authorisation provided below:

- [Education \(General Provisions\) Act 2006 Director-General's delegations](#)
- [Education \(General Provisions\) Act 2006 Minister's delegations](#)
- [Education \(General Provisions\) Act 2006 Director-General's authorisations](#)
- [Education \(General Provisions\) Regulation 2006 Minister's delegations](#)
- [Education \(General Provisions\) Regulation 2017 Director-General's delegations](#)

Disciplinary Consequences

The disciplinary consequences model used at Wellers Hill State School follows the same differentiated approach used in the proactive teaching and support of student behavioural expectations.

The majority of students will be confident and capable of meeting established expectations that are clear, explicitly taught and practised. In-class corrective feedback, redirections and expectation reminders may be used by teachers to respond to low-level or minor problem behaviours.

Some students will need additional support, time and opportunities to practise expected behaviours. Approximately 15% of the student population may experience difficulty with meeting the stated expectations, and even with focussed teaching, in-class corrective feedback, redirections and expectations reminders continue to display low-level problem behaviour. A continued pattern of low-level behaviour can interfere with teaching and learning for the whole class, and a decision may be needed by the class teacher to refer the student to the school administration team immediately for determination of a disciplinary consequence.

For a small number of students, approximately 2-5%, a high level of differentiated support or intensive teaching is required to enable them to meet the behavioural expectations. This may be needed throughout the school year on a continuous basis. The determination of the need will be made by the principal in consultation with staff and other relevant stakeholders. On occasion the behaviour of a student may be so serious, such as causing harm to other students or to staff, that the principal may determine that an out of school suspension or exclusion is necessary as a consequence for the student's behaviour. Usually, this course of action is only taken when the behaviour is either so serious as to warrant immediate removal of the student for the safety of others, and no other alternative discipline strategy is considered sufficient to deal with the problem behaviour.

The differentiated responses to problem behaviour can be organised into three tiers, with increasing intensity of support and consequences to address behaviour that endangers others or causes major, ongoing interference with class or school operations.

See Appendix 3 for Definitions of Major and Minor Behaviours
See Appendix 4 for Behaviour Consequences Flowchart

Differentiated

Class teacher provides in-class or in-school disciplinary responses to low-level or minor problem behaviour. This may include:

- Pre-correction (e.g. “Remember, walk quietly to your seat”)
- Non-verbal and visual cues (e.g. posters, hand gestures)
- Whole class practising of routines
- Ratio of 5 positive to 1 negative commentary or feedback to class
- Corrective feedback (e.g. “Hand up when you want to ask a question”)
- Rule reminders (e.g. “When the bell goes, stay seated until I dismiss you”)
- Explicit behavioural instructions (e.g. “Pick up your pencil”)
- Proximity control
- Tactical ignoring of inappropriate behaviour (not student)
- Revised seating plan and relocation of student/s
- Individual positive reinforcement for appropriate behaviour
- Class wide incentives
- Reminders of incentives or class goals
- Redirection
- Low voice and tone for individual instructions
- Give 30 second ‘take-up’ time for student/s to process instruction/s
- Reduce verbal language
- Break down tasks into smaller chunks
- Provide positive choice of task order (e.g. “Which one do you want to start with?”)
- Prompt student to take a break or time away in class
- Model appropriate language, problem solving and verbalise thinking process (e.g. “I’m not sure what is the next step, who can help me?”)
- Provide demonstration of expected behaviour
- Peer consequence (e.g. corrective feedback to influential peer demonstrating same problem behaviour)
- Private discussion with student about expected behaviour
- Reprimand for inappropriate behaviour
- Warning of more serious consequences (e.g. removal from classroom)
- Completing unfinished class activities at play time

Focused

Class teacher is supported by other school-based staff to address in-class problem behaviour. This may include:

- Functional Behaviour Assessment
- Individual student behaviour support strategies
- Targeted skills teaching in small group
- Individual rewards system
- Behavioural contract
- Counselling and guidance support
- Self-monitoring plan
- Check in Check Out strategy
- Teacher coaching and debriefing
- Referral to GLOW for team based problem solving
- Stakeholder meeting with parents and external agencies

Intensive

School leadership team work in consultation with GLOW team to address persistent or ongoing serious problem behaviour. This may include:

- Functional Behaviour Assessment based individual support plan
- Complex case management and review
- Stakeholder meeting with parents and external agencies including regional specialists
- Temporary removal of student property (e.g. mobile phone, iPad)
- Short term suspension (up to 10 school days)
- Long term suspension (up to 20 school days)
- Charge related suspension (student has been charged with a serious criminal offence is suspended from school until the charge has been dealt with by the relevant justice authorities)
- Suspension pending exclusion (student is suspended from school pending a decision by the Director-General or delegate (principal) about their exclusion from school)
- Exclusion (student is excluded from a particular state school site, a group of state schools or all state schools in Queensland for a defined period of time or permanently)

School Disciplinary Absences

A School Disciplinary Absence (SDA) is an enforced period of absence from attending a Queensland state school, applied by the Principal as a consequence to address poor student behaviour. There are four types of SDA:

- Short suspension (1 to 10 school days)
- Long suspension (11 to 20 school days)
- Charge-related suspension
- Exclusion (period of not more than one year or permanently).

At Wellers Hill State School, the use of any SDA is considered a very serious decision. It is typically only used by the Principal when other options have been exhausted or the student's behaviour is so dangerous that continued attendance at the school is considered a risk to the safety or wellbeing of the school community.

Parents and students may appeal a long suspension, charge-related suspension or exclusion decision. A review will be conducted by the Director-General of the Department of Education or their delegate, and a decision made within 40 school days to confirm, amend/vary or set aside the original SDA decision by the Principal.

The appeal process is a thorough review of all documentation associated with the SDA decision and provides an opportunity for both the school and the family to present their case in the matter. Time is afforded for collection, dissemination and response to the materials by both the school and the family. It is important that the purpose of the appeal is understood so that expectations are clear, and appropriate supports are in place to ensure students can continue to access their education while completing their SDA.

Re-entry following suspension

Students who are suspended from Wellers Hill State School will be invited to attend a re-entry meeting on the day of their scheduled return to school. The main purpose of this meeting is to welcome the student, with their parent/s, back to the school. It is **not a time** to review the student's behaviour or the decision to suspend, the student has already received a punishment through their disciplinary absence from school. The aim of the re-entry meeting is for school staff to set the student up for future success and strengthen home-school communication.

Arrangements

The invitation to attend the re-entry meeting will be communicated. Re-entry meetings are short, and kept small with only the Principal or their delegate attending with the student and their parent/s.

A record of the meeting is saved in OneSchool, under the Contact tab, including any notes or discussions occurring during the meeting.

Structure

The structure of the re-entry meeting should follow a set agenda, shared in advance with the student and their family. If additional items are raised for discussion, a separate arrangement should be made to meet with the parent/s at a later date and time. This meeting should be narrowly focussed on making the student and their family feel welcome back into the school community.

Possible agenda:

- Welcome back to school
- Check in on student wellbeing
- Discuss any recent changes to school routine or staffing
- Offer information about supports available (e.g. guidance officer)
- Set a date for follow-up
- Thank student and parent/s for attending
- Walk with student to classroom

Reasonable adjustments

In planning the re-entry meeting, school staff will consider reasonable adjustments needed to support the attendance and engagement of the student. This includes selecting an appropriate and accessible meeting space, organising translation or interpretation services or supports (e.g. AUSLAN), provision of written and/or pictorial information and other relevant accommodations. The inclusion of support staff, such as guidance officers or Community Education Counsellors, may also offer important advice to ensure a successful outcome to the re-entry meeting.

School Policies

Wellers Hill State School has tailored school discipline policies designed to ensure students, staff and visitors work cooperatively to create and maintain a supportive and safe learning environment. Please ensure that you familiarise yourself with the responsibilities for students, staff and visitors outlined in the following policies:

- Temporary removal of student property
- Use of mobile phones and other devices by students
- Preventing and responding to bullying
- Appropriate use of social media

Temporary removal of student property

The removal of any property in a student's possession may be necessary to promote the caring, safe and supportive learning environment of the school, to maintain and foster mutual respect between all state school staff and students. The **Temporary removal of student property by school staff procedure** outlines the processes, conditions and responsibilities for state school principals and school staff when temporarily removing student property.

In determining what constitutes a reasonable time to retain student property, the principal or state school staff will consider:

- the condition, nature or value of the property
- the circumstances in which the property was removed
- the safety of the student from whom the property was removed, other students or staff members
- good management, administration and control of the school.

The Principal determines when the temporarily removed student property can be returned, unless the property has been handed to the Queensland Police Service.

The following items are explicitly prohibited at Wellers Hill State School and will be removed if found in a student's possession:

- illegal items or weapons (e.g. guns, knives*, throwing stars, brass knuckles, chains)
- imitation guns or weapons
- potentially dangerous items (e.g. blades, rope)
- drugs** (including tobacco)
- alcohol
- aerosol deodorants or cans (including spray paint)
- explosives (e.g. fireworks, flares, sparklers)
- flammable solids or liquids (e.g. fire starters, mothballs, lighters)
- poisons (e.g. weed killer, insecticides)
- inappropriate or offensive material (e.g. racist literature, pornography, extremist propaganda).

* No knives of any type are allowed at school, including flick knives, ballistic knives, sheath knives, push daggers, trench knives, butterfly knives, star knives, butter knives, fruit knives or craft knives, or any item that can be used as a weapon, for example a chisel. Knives needed for school activities will be provided by the school, and the use of them will be supervised by school staff. In circumstances where students are required to have their own knives or sharp tools for particular subjects or vocational courses, the school will provide information about the procedures for carrying and storing these items at school.

** The administration of medications to students by school staff is only considered when a prescribing health practitioner has determined that it is necessary or when there is no other alternative in relation to the treatment of a specific health need. Schools require medical authorisation to administer any medication to students (**including over-the-counter medications such as paracetamol or alternative medicines**).

Responsibilities

State school staff at Wellers Hill State School:

- do not require the student's consent to search school property such as lockers, desks or laptops that are supplied to the student through the school;
- may seize a student's bag where there is suspicion that the student has a dangerous item (for example, a knife) in their school bag, prior to seeking consent to search from a parent or calling the police;
- understand that consent from the student or parent is required to examine or otherwise deal with the temporarily removed student property. For example, staff who temporarily remove a mobile phone or iPad from a student are not authorised to unlock the phone or to read, copy or delete messages stored on the phone;
- understand that there may, however, be emergency circumstances where it is necessary to search a student's property without the student's consent or the consent of the student's parents (e.g. to access an EpiPen for an anaphylactic emergency);
- understand that consent from the student or parent is required to search the person of a student (e.g. pockets or shoes). If consent is not provided and a search is considered necessary, the police and the student's parents should be called to make such a determination.

Parents of students at Wellers Hill State School must:

- ensure their children do not bring property onto school grounds or other settings used by the school (e.g. camp, sporting venues) that:
 - is prohibited according to the Wellers Hill State School Student Code of Conduct
 - is illegal
 - puts the safety or wellbeing of others at risk
 - does not preserve a caring, safe, supportive or productive learning environment
 - does not maintain and foster mutual respect;
- collect temporarily removed student property as soon as possible after they have been notified by the Principal or state school staff that the property is available for collection.

Students of Wellers Hill State School:

- do not bring property onto school grounds or other settings used by the school (e.g. camp, sporting venues) that:
 - is prohibited according to the Wellers Hill State School Code of Conduct
 - is illegal
 - puts the safety or wellbeing of others at risk
 - does not preserve a caring, safe, supportive or productive learning environment
 - does not maintain and foster mutual respect;
- collect their property as soon as possible when advised by the Principal it is available for collection.

Use of mobile phones and other devices by students

Digital literacy refers to the skills needed to live, learn and work in a society where communication and access to information is dominated by digital technologies like mobile phones. However, the benefits brought about through these diverse technologies can be easily overshadowed by deliberate misuse which harms others or disrupts learning.

In consultation with the broader school community, Wellers Hill State School has determined that explicit teaching of responsible use of mobile phones and other devices is a critical component of digital literacy. The knowledge and confidence to navigate and use these technologies safely while developing digital literacy is a responsibility shared between parents, school staff and students. [Wellers Hill State School BYOD Policy](#)

Responsibilities

The responsibilities for students using mobile phones or other devices at school or during school activities, are outlined below.

It is **acceptable** for students at Wellers Hill State School to:

- use iPads or computers for
 - assigned class work and assignments set by teachers
 - developing appropriate literacy, communication and information skills
 - authoring text, artwork, audio and visual material for publication on the intranet or internet for educational purposes as supervised and approved by the school
 - conducting general research for school activities and projects
 - collaborating with other students and teachers in relation to school work
 - accessing online references such as dictionaries, encyclopaedias, etc.
 - researching and learning through the department's eLearning environment
- be courteous, considerate and respectful of others when using a mobile device
- ensure iPads are kept in classroom during lunch breaks
- seek teacher's approval where they wish to use a mobile device under special circumstances.

It is **unacceptable** for students at Wellers Hill State School to:



- use a mobile phone or other devices in an unlawful manner
- download, distribute or publish offensive messages or pictures
- use obscene, inflammatory, racist, discriminatory or derogatory language
- use language and/or threats of violence that may amount to bullying and/or harassment, or even stalking
- insult, harass or attack others or use obscene or abusive language
- deliberately waste printing and internet resources
- damage computers, printers or network equipment
- commit plagiarism or violate copyright laws
- ignore teacher directions for the use of social media, online email and internet chat
- send chain letters or spam email (junk mail)
- knowingly download viruses or any other programs capable of breaching the Education Department's network security
- use in-phone cameras anywhere a normal camera would be considered inappropriate, such as in change rooms or toilets
- invade someone's privacy by recording personal conversations or daily activities and/or the further distribution (e.g. forwarding, texting, uploading, Bluetooth use etc.) of such material
- use a mobile phone (including those with Bluetooth functionality) to cheat during exams or assessments
- take into or use mobile devices at exams or during class assessment unless expressly permitted by school staff.

At all times students, while using ICT facilities and devices supplied by families or the school, will be required to act in line with the requirements of the Wellers Hill State School Student Code of Conduct. In addition, students and their parents should:

- understand the responsibility and behaviour requirements (as outlined by the school) that come with accessing the department's ICT network facilities
- ensure they have the skills to report and discontinue access to harmful information if presented via the internet or email
- be aware that:
 - access to ICT facilities and devices provides valuable learning experiences for students and supports the school's teaching and learning programs
 - the school is not responsible for safeguarding information stored by students on departmentally-owned student computers or mobile devices
 - schools may remotely access departmentally-owned student computers or mobile devices for management purposes
 - students who use a school's ICT facilities and devices in a manner that is not appropriate may be subject to disciplinary action by the school, which could include restricting network access
 - despite internal departmental controls to manage content on the internet, illegal, dangerous or offensive information may be accessed or accidentally displayed
 - teachers will always exercise their duty of care, but avoiding or reducing access to harmful information also requires responsible use by the student.

Preventing and responding to bullying

Wellers Hill State School uses the [Australian Student Wellbeing Framework](#) to promote positive relationships and the wellbeing of all students, staff and visitors at the school.

- Our staff know student learning is optimised when they feel connected to others and experience safe and trusting relationships.
- Students who feel secure are more likely to be active participants in their learning and to achieve better physical, emotional, social and educational outcomes.
- Teachers who feel valued and supported are more likely to engage positively with students and build stronger connections within the school community.
- Parents who are positively engaged with their child's education leads to improved student self-esteem, attendance and behaviour at school.



Enhancing the wellbeing of students and their educators delivers overall long-term social, health and economic benefits to the Australian community.

1. Leadership

Principals and school leaders playing an active role in building a positive learning environment where the whole school community feels included, connected, safe and respected.

2. Inclusion

All members of the school community actively participating in building a welcoming school culture that values diversity, and fosters positive, respectful relationships.

3. Student voice

Students actively participate in their own learning and wellbeing, feel connected and use their social and emotional skills to be respectful, resilient and safe.

4. Partnerships

Families and communities collaborating as partners with the school to support student learning, safety and wellbeing.

5. Support

School staff, students and families sharing and cultivating an understanding of wellbeing and positive behaviour and how this supports effective teaching and learning.

Bullying

The agreed national definition for Australian schools describes bullying as

- 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;
- involving an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening;
- happening in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records);
- having immediate, medium and long-term effects on those involved, including bystanders. Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.

Behaviours that do not constitute bullying include:

- mutual arguments and disagreements
- not liking someone or a single act of social rejection
- one-off acts of meanness or spite
- isolated incidents of aggression, intimidation or violence.

However, these conflicts are still considered serious and need to be addressed and resolved. At Wellers Hill State School our staff will work to quickly respond to any matters raised of this nature in collaboration with students and parents.

The following flowchart explains the actions Wellers Hill State School teachers will take when they receive a report about student bullying, including bullying which may have occurred online or outside of the school setting. Please note that the indicative timeframes will vary depending on the professional judgment of teachers who receive the bullying complaint and their assessment of immediate risk to student/s.

Wellers Hill State School - Bullying response flowchart for teachers

Please note these timelines may be adjusted depending on the unique circumstances and risk associated with each situation. This is at the professional judgment of the staff involved. Timeframes should be clearly discussed and agreed with student and family.

Key contacts for students and parents to report bullying:

Prep to Year 6 – Class teacher

Guidance Officer

First hour
Listen

- Provide a safe, quiet space to talk
- Reassure the student that you will listen to them
- Let them share their experience and feelings without interruption
- If you hold immediate concerns for the student's safety, let the student know how you will address these. Immediate in this circumstance is where the staff member believes the student is likely to experience harm (from others or self) within the next 24 hours

Day one
Document

- Ask the student for examples they have of the alleged bullying (e.g. hand written notes or screenshots)
- Write a record of your communication with the student
- Check back with the student to ensure you have the facts correct
- Enter the record in OneSchool
- Notify parent/s that the issue of concern is being investigated

Day two
Collect

- Gather additional information from other students, staff or family
- Review any previous reports or records for students involved
- Make sure you can answer who, what, where, when and how
- Clarify information with student and check on their wellbeing

Day three
Discuss

- Evaluate the information to determine if bullying has occurred or if another disciplinary matter is at issue
- Make a time to meet with the student to discuss next steps
- Ask the student what they believe will help address the situation
- Engage the student as part of the solution
- Provide the student and parent with information about student support network
- Agree to a plan of action and timeline for the student, parent and yourself

Day four
Implement

- Document the plan of action in OneSchool
- Complete all actions agreed with student and parent within agreed timeframes
- Monitor student and check in regularly on their wellbeing
- Seek assistance from student support network if needed

Day five
Review

- Meet with the student to review situation
- Discuss what has changed, improved or worsened
- Explore other options for strengthening student wellbeing or safety
- Report back to parent
- Record outcomes in OneSchool

Ongoing
Follow up

- Continue to check in with student on regular basis until concerns have been mitigated
- Record notes of follow-up meetings in OneSchool
- Refer matter to specialist staff within 48 hours if problems escalate
- Look for opportunities to improve school wellbeing for all students

Cyberbullying

Cyberbullying is treated at Wellers Hill State School with the same level of seriousness as in-person bullying. The major difference with cyberbullying however, is that unlike in-person bullying, cyberbullying follows students into their community, their homes and their bedrooms, giving them no opportunity to escape the harassment or abuse during the evening, weekends or holidays. Please refer to the [Wellers Hill State School BYOD Policy](#)

In the first instance, students or parents who wish to make a report about cyberbullying should approach the regular class teacher. There is also a Guidance Officer who can be approached directly by students, parents or staff for assistance in preventing and responding to cyberbullying.

It is important for students, parents and staff to know that state school principals have the authority to take disciplinary action to address student behaviours that occur outside of school hours or school grounds. This includes cyberbullying. Parents and students who have concerns about cyberbullying incidents occurring during school holidays should immediately seek assistance through the [Office of the e-Safety Commissioner](#) or the Queensland Police Service.

Students enrolled at Wellers Hill State School may face in-school disciplinary action, such as detention or removing of privileges, or more serious consequences such as suspension or exclusion from school for engaging in behaviour that adversely affects, or is likely to adversely affect, other students or the good order and management of the school. This includes behaviour such as cyberbullying which occurs outside of school hours or settings, for example on the weekend or during school holidays. It also applies to inappropriate online behaviour of enrolled students that is directed towards other community members or students from other schools.

Parents or other stakeholders who engage in inappropriate online behaviour towards students, staff or other parents may be referred to the Office of the e-Safety Commissioner and/or the Queensland Police Service. State school staff will be referred for investigation to the Integrity and Employee Relations team in the Department of Education. Any questions or concerns about the school process for managing or responding to cyberbullying should be directed to the Guidance Officer.

Wellers Hill State School - Cyberbullying response flowchart for school staff

How to manage online incidents that impact your school

Student protection

If at any point the principal forms a reasonable suspicion that a student has been harmed or is at risk of harm, they have a responsibility to respond in accordance with the [Student protection procedure](#).

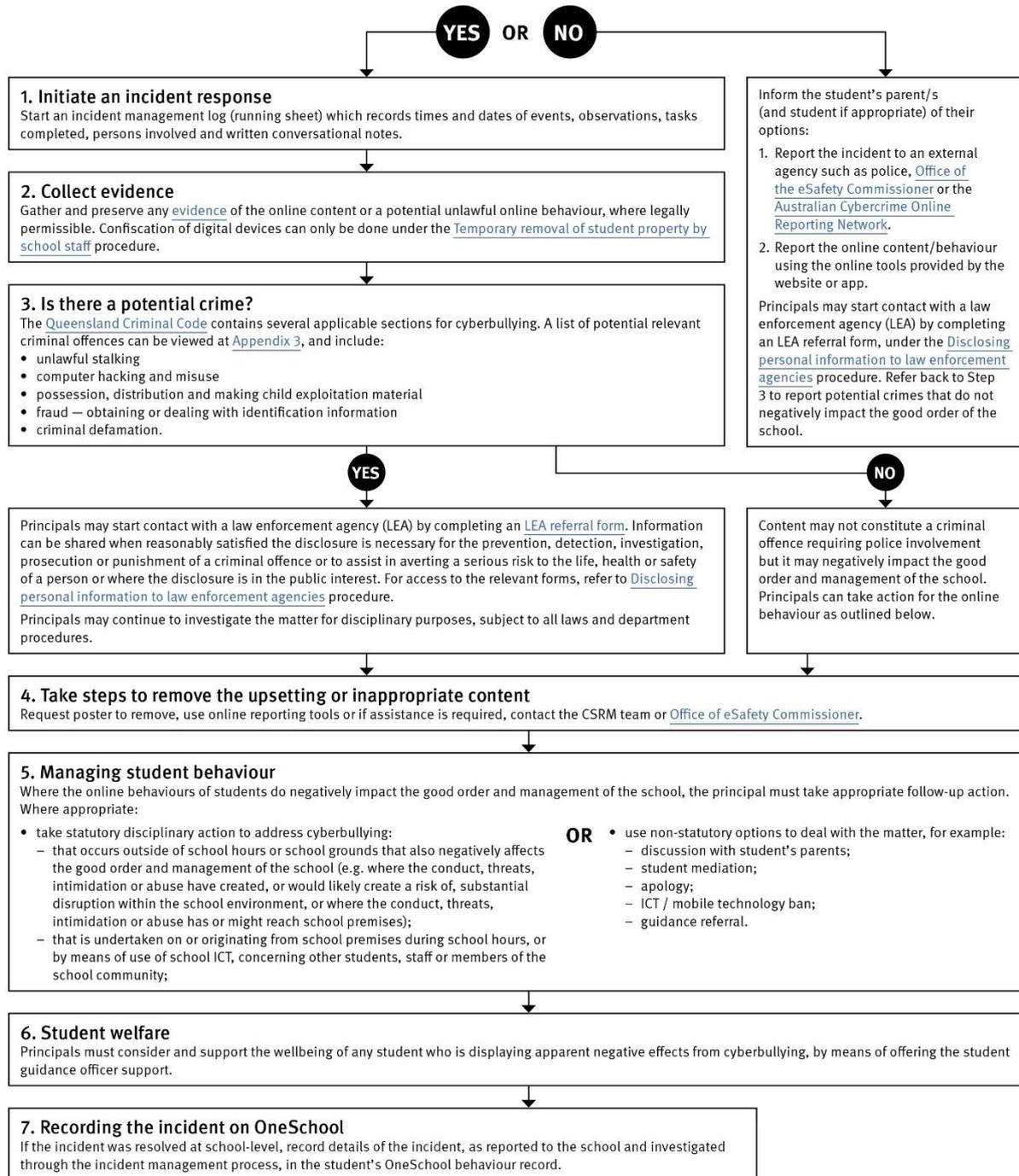
Explicit images

If the investigation involves naked or explicit images of children, staff should not save, copy, forward or otherwise deal with the content, as per the [Temporary removal of student property by school staff procedure](#). This includes onto OneSchool records. Refer to the investigative process outlined in 'Responding to incidents involving naked or explicit images of children' from the [Online Incident management guidelines](#).

Report

Refer to the [Online incident management guidelines](#) for more details, or if assistance is required, contact the Cybersafety and Reputation Management (CSRM) team on 3034 5035 or Cybersafety.ReputationManagement@qed.qld.gov.au.

Does the online behaviour/incident negatively impact the good order and management of the school?



Cybersafety and Reputation Management (CRM)

The Department of Education employs a dedicated team of experts to assist in maintaining the integrity of the department's reputation with regards to cybersafety and reputation management issues, effectively leading the development and implementation of departmental cybersafety processes.

This team provides **direct support for schools** to respond to concerns of inappropriate online behaviour and misuse of information and communication technology.

The team provides a [guide for parents](#) with important information about cybersafety and cyberbullying, and suggestions about what you can do if your child is a target or responsible for inappropriate online behaviour.

Student Intervention and Support Services

Wellers Hill State School recognises the need to provide intervention and support to all students involved in incidents of bullying, including cyberbullying.

Students who have been subject or witness to bullying have access to a range of internal support staff, as identified in the GLOW section earlier in this document. Students are, however, also encouraged to approach any staff member with whom they feel comfortable sharing their concerns, regardless of their role in the school. All staff at Wellers Hill State School are familiar with the response expectations to reports of bullying, and will act quickly to ensure students' concerns are addressed. Depending on the nature of the reported bullying incident, a formal plan of action may be developed and documented to support the implementation of strategies to assist the student.

Students who engage in bullying behaviours towards others will also be provided with support to assist them to use more socially acceptable and appropriate behaviours in their interactions. This includes counselling, social development programs, referral to mental health services or involvement in a restorative justice strategy. School disciplinary measures may also be used to reinforce the seriousness with which the community takes all incidents of bullying. These measures may include internal school suspension, withdrawal from social events or celebrations or more severe punishments such as suspension or exclusion from school.

Wellers Hill State School – Anti-Bullying Contract

The Anti-Bullying Contract provides a clear outline of the way our community at Wellers Hill State School works together to establish a safe, supportive and disciplined school environment. This contract is provided to all students and their parents upon enrolment, and may be revisited with individual students if particular problems around bullying arise.

Wellers Hill State School – Anti Bullying Contract

We agree to work together to improve the quality of relationships in our community at Wellers Hill State School. It is through intentional consideration of our behaviour and communication that we can reduce the occurrence of bullying, and improve the quality of the schooling experience for everyone.

The agreed national definition for Australian schools describes bullying as

- 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;
- involving an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening;
- happening in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records);
- having immediate, medium and long-term effects on those involved, including bystanders. Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.

We believe that no one deserves to be mistreated and that everyone regardless of race, colour, religion, immigration status, nationality, size, gender, popularity, athletic capability, academic outcomes, social ability, or intelligence has the right to feel safe, secure, and respected.

I agree to:

- Treat everyone with kindness and respect.
- Abide by the school's anti-bullying policies and procedures.
- Support individuals who have been bullied.
- Speak out against verbal, relational, physical bullying and cyber bullying.
- Notify a parent, teacher, or school administrator when bullying does occur.

Student's signature

Parent's signature

School representative signature

Date

Appropriate use of social media

The internet, mobile phones and social media provide wonderful opportunities for students to network and socialise online. While these technologies provide positive platforms for sharing ideas, they also have the potential to cause pain and suffering to individuals, groups or even whole communities.

It's important to remember that sometimes negative comments posted about the school community have a greater impact than expected. This guide offers some information about how to use social media in relation to comments or posts about the school community. Reputations of students, teachers, schools, principals and even parents can be permanently damaged — and in some cases, serious instances of inappropriate online behaviour are dealt with by police and the court system.

Being aware of a few simple strategies can help keep the use of social media positive and constructive:

- Before you post something online, ask yourself if the community or individual really need to know. Is it relevant, positive and helpful?
- Remember that what you post online is a direct reflection of who you are. People will potentially form lasting opinions of you based on what you post online.
- Be a good role model. If things get heated online consider logging out and taking a few moments to relax and think. Hasty, emotive responses could inflame situations unnecessarily.
- Be mindful when commenting, try to keep general and avoid posting anything that could identify individuals.
- A few years ago parents may have discussed concerns or issues with their friends at the school gate. Today with the use of social media, online discussions between you and your close friends can very quickly be shared with a much wider audience, potentially far larger than intended.
- Taking a few moments to think about the content you are about to post could save upset, embarrassment, and possible legal action.
- Online comments/content do not disappear, they are in writing and can be copied and saved by others, and potentially used against the author/poster.
- As a parent you have a role in supervising and regulating your child's online activities at home and its impact on the reputation and privacy of others. Parents are their child's first teachers — so they will learn online behaviours from you.

Is it appropriate to comment or post about schools, staff or students?

Parental and community feedback is important for schools and the department. If you have a compliment, complaint or enquiry about an issue at school, the best approach is to speak directly to the school about the matter, rather than discussing it in a public forum.

While many schools use social media to update parents of school notices, the department prefers that parents contact schools directly with a compliment, complaint or enquiry due to privacy considerations. Imagine if

your doctor, accountant or banking institution tried to contact you to discuss important matters via Facebook.

If you have raised an issue with a school or know that another person has, consider refraining from discussing those details on social media, particularly the names of anyone involved.

Keep comments calm and polite, just as you would over the telephone or by email. If you encounter negative or derogatory content online which involves the school, hinders a child's learning and/or affects the school community at large, contact the school principal.

Possible civil or criminal ramifications of online commentary

A serious instance of inappropriate online behaviour may constitute a criminal offence and become a police matter. For example, online content may substantiate the offence of 'using a carriage service to menace, harass or cause offence' (Criminal Code Act 1995 (Cth) s. 474.17). School staff may contact their union or obtain personal legal advice if they feel that online content seriously impacts their reputation. Defamatory online content may give rise to litigation under the Defamation Act 2005 (Qld).

What about other people's privacy?

If you upload photos of your children, be mindful of who might be in the background. You might be happy to share your child's successes with your friends and family via social media, but some parents are not. If you are tagging or naming students, consider that other parents may not want their child's name attached to images online.

What if I encounter problem content?

Taking the following steps may help resolve the issue in a constructive way:

- refrain from responding
- take a screen capture or print a copy of the concerning online content
- if you consider problem content to be explicit, pornographic or exploitative of minors, you should keep a record of the URL of the page containing that content but NOT print or share it. The URL can be provided to the school principal, or police, as needed for escalation of serious concerns
- block the offending user
- report the content to the social media provider.

Restrictive Practices

School staff at Wellers Hill State School need to respond to student behaviour that presents a risk of physical harm to the student themselves or others. It is anticipated that most instances of risky behaviour can be de-escalated and resolved quickly. On some rarer occasions, a student's behaviour may continue to escalate and staff need to engage immediately with positive and proactive strategies aimed at supporting the student to manage their emotional arousal and behaviour.

In some very rare situations, where there is immediate risk of physical harm to the student or other people, and when all other alternative strategies have failed to reduce the risk, it may be necessary for staff to use restrictive practices.

The use of restrictive practices will always be as a last resort, when there is no other available option for reducing immediate risk to the student, staff or other people. Restrictive practices are not used for punishment or as a disciplinary measure.

The department's [Restrictive practices procedure](#) is written with consideration for the protection of everyone's human rights, health, safety and welfare. There are six fundamental principles:

1. Regard to the human rights of those students
2. Safeguards students, staff and others from harm
3. Ensures transparency and accountability
4. Places importance on communication and consultation with parents and carers
5. Maximises the opportunity for positive outcomes, and
6. Aims to reduce or eliminate the use of restrictive practices.

Very rarely restrictive practices will be planned and staff will employ, when necessary, pre-arranged strategies and methods (of physical restraint/ mechanical restraint/ clinical holding) which are based upon behaviour risk assessment or clinical health need and are recorded in advance. The use of planned strategies will only be where there is foreseeable immediate risk consistent with the **Restrictive practices procedure**.

Seclusion will not be used as a planned response and will only be used in serious circumstances for managing an unforeseeable situation in an emergency. It will be used for the shortest time possible and in a safe area that presents no additional foreseeable risk to the student. In such emergencies, a staff member will observe the student at all times and seclusion will cease as soon as possible.

Following the use of any restrictive practice, a focused review will help staff to understand how they responded to the risk in any incident that involved the use of a restrictive practice. Staff will consider whether there are other options for managing a similar situation in the future. This strategy works well for reducing the use of restrictive practices.

All incidents of restrictive practices will be recorded and reported in line with departmental procedures.

Critical Incidents

It is important that all school staff have a consistent understanding of how to respond in emergencies involving student behaviour that seriously endangers the student or others. This consistency ensures that appropriate actions are taken to ensure that both students and staff are kept safe.

A critical incident is defined as an occurrence that is sudden, urgent, and usually unexpected, or an occasion requiring immediate action (e.g. in the community, on the road). The aim in these situations is to bring the behaviour of the student under rapid and safe control. It is not a time to try and to punish or discipline the student; it is a crisis management period only.

Staff should follow the documented plan for any student involved in regular critical incidents, which should be saved and available for staff to review in OneSchool.

For unexpected critical incidents, staff should use basic defusing techniques:

1. Avoid escalating the problem behaviour: Avoid shouting, cornering the student, moving into the student's space, touching or grabbing the student, sudden responses, sarcasm, becoming defensive, communicating anger and frustration through body language.
2. Maintain calmness, respect and detachment: Model the behaviour you want students to adopt, stay calm and controlled, use a serious and measured tone, choose your language carefully, avoid humiliating the student, be matter of fact and avoid responding emotionally.
3. Approach the student in a non-threatening manner: Move slowly and deliberately toward the problem situation, speak privately to the student/s where possible, speak calmly and respectfully, minimise body language, keep a reasonable distance, establish eye level position, be brief, stay with the agenda, acknowledge cooperation, withdraw if the situation escalates.
4. Follow through: If the student starts displaying the appropriate behaviour briefly acknowledge their choice and re-direct other students' attention towards their usual work/activity. If the student continues with the problem behaviour, then remind them of the expected school behaviour and identify consequences of continued unacceptable behaviour.
5. Debrief: At an appropriate time when there is low risk of re-escalation, help the student to identify the sequence of events that led to the unacceptable behaviour, pinpoint decision moments during the sequence of events, evaluate decisions

made, and identify acceptable decision options for future situations.

Related Procedures and Guidelines

These are related procedures or guidelines which school staff use to inform decisions and actions around matters associated with student's wellbeing, behaviour and learning.

- Complex case management
- Customer complaints management policy and procedure
- Disclosing personal information to law enforcement agencies
- Enrolment in state primary, secondary and special schools
- Hostile people on school premises, wilful disturbance and trespass
- Inclusive education
- Police and Child Safety Officer interviews and searches with students
- Restrictive practices
- Refusal to enrol – Risk to safety or wellbeing
- Student discipline
- Student dress code
- Student protection
- Supporting students' mental health and wellbeing
- Temporary removal of student property by school staff
- Use of ICT systems
- Using mobile devices

Conclusion

Wellers Hill State School staff are committed to ensuring every student is supported to feel safe, welcome and valued in our school. There may, however, be occasions where parents need to raise a concern or make a complaint about an issue you feel is adversely affecting their child's education.

All Queensland state schools are committed to ensuring that all complaints - whether they relate to a school staff member or a school's operations - are dealt with in a fair and equitable manner. As a parent or carer, you can express dissatisfaction with the service or action of the Department of Education or its staff, including decisions made or actions taken in a school and/or by the local regional office.

As a complainant, it is your responsibility to:

- give us a clear idea of the issue or concern and your desired solution
- provide all the relevant information when making the complaint
- understand that addressing a complaint can take time
- cooperate respectfully and understand that unreasonable, abusive, or disrespectful conduct will not be tolerated
- let us know if something changes, including if help is no longer needed.

The Department of Education may not proceed with your complaint if your conduct is unreasonable.

In most instances, staff members are told of complaints made about them and offered the right of reply. A complainant also has the right to have a support person throughout the process.

The following three-step approach assists parents and school staff in reaching an outcome that is in the best interests of the student:

1. **Early resolution:** discuss your complaint with the school
The best place to raise any concerns is at the point where the problem or issue first arose. You can make an appointment at the school to discuss your complaint with your child's teacher or the principal. You are also welcome to lodge your complaint in writing or over the phone. You can also make a complaint through [QGov](#).

Complaints may be lodged by telephone, writing or in electronic format. Email addresses can be accessed through the [schools directory](#).

2. **Internal review:** [contact the local Regional Office](#)
If, after taking the early resolution step, you are dissatisfied with the outcome of your complaint or how the complaint was handled, you can ask the local [regional office](#) to conduct a review. You need to submit a

[Request for internal review form](#) within 28 days of receiving the complaint outcome.

3. **External review:** contact a review authority
if you are dissatisfied after the internal review, you may wish to contact a review authority, such as the Queensland Ombudsman, and request an independent, external review. More information about external review options is available at www.ombudsman.qld.gov.au.

Some matters need to be handled in a different way to school matters and will be referred to other areas in the Department of Education. These include:

- issues about harm, or risk of harm, to a student attending a state school, which must be managed in accordance with the [Student protection procedure](#).
- complaints about corrupt conduct, public interest disclosures; or certain decisions made under legislation, which will be dealt with as outlined in the [Complaints and Grievances Management Policy](#)

Appendix 1 – Expectations Matrix



Wellers Hill State School
Everyone connected, Everyday striving to succeed, Everywhere learning



EXPECTATIONS MATRIX

	 SAFE	 THINKER	 ATTITUDE	 RESPECTFUL
All LEARNING AREAS	<ul style="list-style-type: none"> We use equipment properly and return it to the correct place We keep hands, feet and objects within our personal bubble We are in the right place at the right time We enter and exit buildings safely and quietly We stay within safe school areas We walk on concrete 	<ul style="list-style-type: none"> We listen showing SHELL We attempt set tasks and strive to complete them to a high standard We contribute to class discussions and activities We believe we can do it We think positively about learning 	<ul style="list-style-type: none"> We ask permission to leave the classroom We accept responsibility for our own behaviour We are prepared for learning We take an active role in learning We keep our work space tidy We reflect and take on feedback 	<ul style="list-style-type: none"> We use our manners and show respect for self/others/place We follow instructions first time every time We raise our hands to speak We wear the correct uniform with pride (hat, shirt tucked in, all black shoes) We take turns and share We respect the rights of all to learn We only enter a classroom when an adult is in the room We use quiet voices in the office and library
COMPUTERS, LAPTOPS, IPADS AND ONLINE	<ul style="list-style-type: none"> We keep usernames and passwords private We keep private information off web sites 	<ul style="list-style-type: none"> We ask questions about what we find and check with other sources We use school devices for schoolwork We log off when we are finished using the device 	<ul style="list-style-type: none"> We report any unacceptable behaviour to our teacher We post only appropriate content 	<ul style="list-style-type: none"> We use approved online sites and educational games We are kind in all online communications We follow copyright laws We respect the privacy of others' files and passwords
EATING AREAS AND PLAYGROUND	<ul style="list-style-type: none"> We use playgrounds only at break times We are SUNSAFE- we wear our hat when playing We play and eat in the correct area We sit down during eating time We put lunchboxes in the correct area at the end of eating time 	<ul style="list-style-type: none"> We make the right choices when in the playground We invite other people to join our game 	<ul style="list-style-type: none"> We are problem solvers We return equipment to the appropriate place at the completion of play 	<ul style="list-style-type: none"> We participate in school approved games We play fairly – take turns, invite others to join in and follow rules We place all rubbish in the bin We stay out of the gardens
EXCURSIONS AND EXTRA-CURRICULAR ACTIVITIES	<ul style="list-style-type: none"> We stay with our teacher/coach/group We use equipment as instructed We take a buddy with us when not with the group We remain seated on public transport and wear a seat belt 	<ul style="list-style-type: none"> We listen and follow instructions of the adults who are with us 	<ul style="list-style-type: none"> We display positive sportsmanship 	<ul style="list-style-type: none"> We care for equipment and the venue We show members of the public, parents, volunteers and staff respect
ASSEMBLIES, PERFORMANCES AND VISITORS	<ul style="list-style-type: none"> We stay seated until instructed to move by a teacher We stay in our own personal space as we stand and sit 	<ul style="list-style-type: none"> We concentrate on the presenters and clap and respond at the correct times 	<ul style="list-style-type: none"> We congratulate those who receive awards by clapping 	<ul style="list-style-type: none"> We say good morning or good afternoon to visitors we see in the school We thank visitors for coming to our school We stand silently and face the front when singing the national anthem/ school song
TOILETS	<ul style="list-style-type: none"> We go into a cubicle by ourselves and lock the door We wash our hands with soap and put paper towels in the bin We visit the toilet in pairs and return to our classrooms quickly and quietly 		<ul style="list-style-type: none"> We go to the toilet at each break so we do not miss learning 	<ul style="list-style-type: none"> We flush and keep toilets clean and tidy We respect the privacy of others
ARRIVAL AND DEPARTURE	<ul style="list-style-type: none"> We walk bikes and scooters in the grounds We wear a helmet We arrive at school after 8:15am We use the lights and look both ways when crossing roads We wear our hat to and from school 			<ul style="list-style-type: none"> We stay out of private property when walking to school
TRANSITIONS AND LINING UP	<ul style="list-style-type: none"> We keep passage ways clear by walking on the left We use the stairs and ramps safely and respectfully We line up with our class after play time 		<ul style="list-style-type: none"> We walk quietly in two straight lines 	<ul style="list-style-type: none"> We walk quietly past classrooms in 2 lines Our teachers walk at the back of our line so they can see all of us



Appendix 2 – Major and Minor Behaviours



Wellsers Hill State School – Minor and Major Behaviours by Behaviour Category

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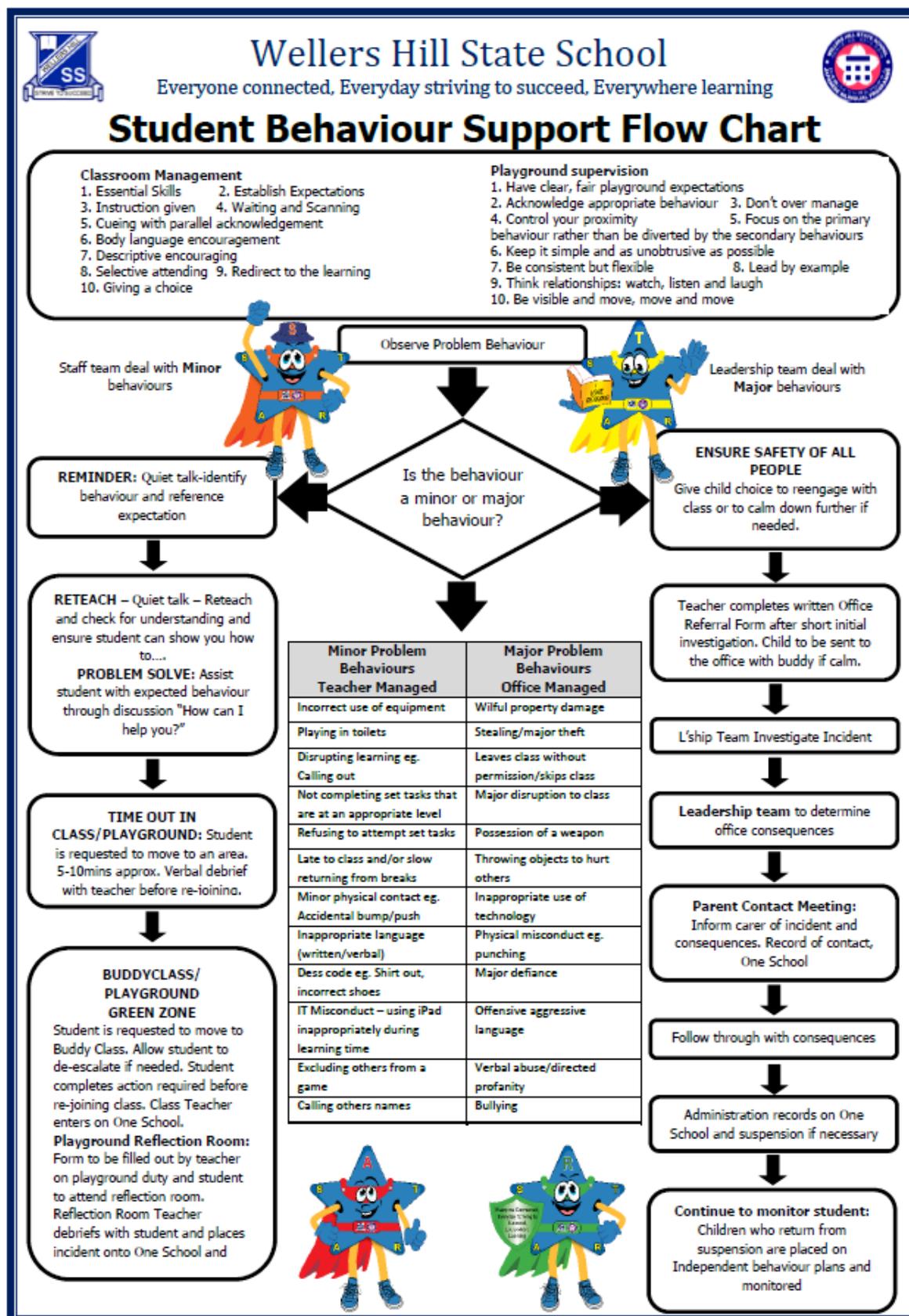
You Can Do It-Five Keys for Success



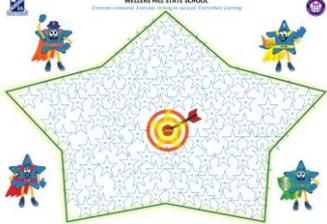
Behaviour	Definition/YCDI Skills	Trivial Behaviour Warning	Minor Behaviour	Major Behaviour
All Behaviours		Rule reminder Support with problem solving	Step 1. Rule reminder Step 2. Problem Solve (How can I help you? / What is stopping you from...?) Step 3. Proceed to minor incident	A MINOR behaviour can become a MAJOR behaviour if the minor behaviour escalates or continues.
Abusive Language	Student delivers verbal messages that include swearing, name calling, or use of words in an inappropriate way.	<ul style="list-style-type: none"> Inappropriate language (incl. swearing), but not directed at anyone 	<ul style="list-style-type: none"> Inappropriate language (incl. swearing), directed at others 	<ul style="list-style-type: none"> Continual/sustained/regular inappropriate language directed at others
Academic misconduct	Student inappropriately and falsely demonstrates their learning. It includes cheating, copying work, plagiarism.	<ul style="list-style-type: none"> Looking at others' work during independent tasks 	<ul style="list-style-type: none"> Looking at others' work during assessment 	<ul style="list-style-type: none"> Blatant/wifful plagiarism/cheating
Bomb Threat/False Alarm	Student delivers a message of possible explosive materials being on campus, near campus, and/or pending explosion.			<ul style="list-style-type: none"> Make a bomb threat
Bullying	Student engages in deliberate verbal, physical and/or social behaviour intended to cause ongoing physical, social and/or psychological harm.	<ul style="list-style-type: none"> One-off incident related to unkind behaviour towards another child 	<ul style="list-style-type: none"> Teasing on multiple occasions continuously at a person or groups Excluding someone over a period of time 	<ul style="list-style-type: none"> Consistent/continuous purposeful bullying at a particular victim
Defiance	Student refuses to follow directions given by school staff.	<ul style="list-style-type: none"> Single refusal to comply with instruction 	<ul style="list-style-type: none"> Refusal – only impacting on self-learning 	<ul style="list-style-type: none"> Refusal – making others unsafe or causing lesson to stop
Disrespect	Student intentionally delivers socially rude or dismissive messages to adults or students.	<ul style="list-style-type: none"> Ignoring instructions first time Rolling eyes, pulling faces 	<ul style="list-style-type: none"> Backchat 	<ul style="list-style-type: none"> Intentionally socially rude or dismissive messages to adults or students
Disruption	Student engages in behaviour causing an interruption. Disruption includes sustained loud talk, yelling, or screaming; noise with materials; and/or sustained out-of-seat behaviour.	<ul style="list-style-type: none"> Calling out, not following instructions and/or listening 	<ul style="list-style-type: none"> Disruptive (deliberate) behaviour that negatively impacts learning of self or others 	<ul style="list-style-type: none"> Sustained screaming/yelling, kicking/throwing, rude interruptions that significantly impacts other's learning
Dress code	Student wears clothing that is not within the dress code guidelines defined by the school.	<ul style="list-style-type: none"> Shirt untucked Wearing wrong colour shoes, hair out, incorrect uniform, no hat 	<ul style="list-style-type: none"> Dyed hair, inappropriate dress 	<ul style="list-style-type: none"> Intentionally offensive clothing, haircuts
Falsifying documents	Student intentionally creates, changes or modifies a document with the intention of misleading.	<ul style="list-style-type: none"> Forging parent signature 	<ul style="list-style-type: none"> Changing usernames/passwords of others 	<ul style="list-style-type: none"> Pretending to be another student online
Fighting	Student is involved in mutual participation in an incident involving physical violence.	<ul style="list-style-type: none"> Low level play fighting 		<ul style="list-style-type: none"> Reciprocal physical violence to harm others
Harassment	Student engages in the delivery of harmful messages in any format related to gender identity; ethnicity; sex; race; religion; disability; physical features or other identity characteristics.	<ul style="list-style-type: none"> One-off comments or unkind message (on or offline) 		<ul style="list-style-type: none"> Harmful messages/images Physical harassment eg. Touching body parts
Physical aggression	Student intentionally engages in actions involving physical contact with others where injury may occur. This includes premeditated acts or incitement of others to undertake physical aggression. Physical aggression may be directed towards peers, adults, visitors or animals; or flora or fauna.	<ul style="list-style-type: none"> Pushing when in line with no injury/damage Ripping leaves off bushes Pinching, pushing, pulling, poking (one-off) 	<ul style="list-style-type: none"> With damage, injury Hair pulling, tripping, throwing items at another person 	<ul style="list-style-type: none"> Punching, kicking, spitting throwing to ground, head butting, head locks
Property misuse causing risk to others	Student engages in misuse of property which may cause a risk of injury or ill-health to others. Behaviour involving throwing objects or using objects in an unsafe manner causing injury.	<ul style="list-style-type: none"> Flicking rubber bands, throwing stationery 	<ul style="list-style-type: none"> Throwing objects not near others, physical pranks 	<ul style="list-style-type: none"> Throwing objects toward others
Property damage	Student participates in an activity that results in destruction, damage or disfigurement of property.	<ul style="list-style-type: none"> Accidentally damaging property 	<ul style="list-style-type: none"> Defacing personal or school property 	<ul style="list-style-type: none"> Destruction of property
Refusal to participate in the educational program of the school	Student refuses to take part in activities or learning that are part of the educational program at school.	<ul style="list-style-type: none"> Student emotionally upset or unwell 	<ul style="list-style-type: none"> Refusal or avoidance of tasks that are at an appropriate level 	No Major
Substance misconduct involving illegal substances	Student is in possession of, has supplied or is using illegal substances or implements.	<ul style="list-style-type: none"> Talking about bringing illegal substances 	<ul style="list-style-type: none"> Imitating the use of illegal substances 	<ul style="list-style-type: none"> Bringing/using illegal substances
Substance misconduct involving tobacco and other legal substances	Student is in possession of, has supplied or is using tobacco, alcohol, other prohibited substances or implements.	<ul style="list-style-type: none"> Bringing in empty packets 	<ul style="list-style-type: none"> Bringing alcohol/cigarettes/vapes to school 	<ul style="list-style-type: none"> Use and/or supply of legal substances to others
Technology violation	Student engages in inappropriate (as defined by school) use devices. This includes fraudulent or illegal activity such as attempting to hack, implementing DoS attacks, use of key loggers, impersonating staff or other students.	<ul style="list-style-type: none"> Minor misuse such as taking a pic or being on a website or app (one-off) Sharing passwords 	<ul style="list-style-type: none"> Inappropriate communication (eg air drop, iMessage, email, phone, smartwatch) with others during school time – consistent and repeated Internet search - inappropriate topic 	<ul style="list-style-type: none"> Changing username/ password Borrowing books on SORA using someone else's account Accessing an explicit website
Theft	Student is involved by being in possession of, or being responsible for removing school or someone else's property.	<ul style="list-style-type: none"> Taking classroom/teacher stationery to use in the classroom 	<ul style="list-style-type: none"> Theft of low value items (eg. food items) 	<ul style="list-style-type: none"> Theft of valuables (eg. phones, money, tech)
Truancy (out of school)	Student is absent from school without permission or appropriate reason.			<ul style="list-style-type: none"> Leadership team use only
Truancy (out of class)	Student is present at school, but is absent for one or more scheduled classes without permission.	<ul style="list-style-type: none"> Not knowing where class is when arriving at school late 	<ul style="list-style-type: none"> Toilet breaks (taking longer due to students playing) 	<ul style="list-style-type: none"> Purposefully not attending the correct class
Use/possession of combustibles	Student in possession of substances/ objects readily capable of causing bodily harm and/or property damage.	<ul style="list-style-type: none"> Misuse of aerosols 	<ul style="list-style-type: none"> Bringing matches or combustibles 	<ul style="list-style-type: none"> Using matches/combustibles Lighting a fire
Use/possession of weapons	Student is in possession of knives and guns, or objects capable of causing harm.	<ul style="list-style-type: none"> Nerf gun or water gun 	<ul style="list-style-type: none"> Using objects in a threatening manner 	<ul style="list-style-type: none"> Real weapon
Other – charge-related suspension	Principal is reasonably satisfied that the student has been charged with a serious offence; or the nature of the offence poses an unacceptable risk to other students or staff.			<ul style="list-style-type: none"> Major only

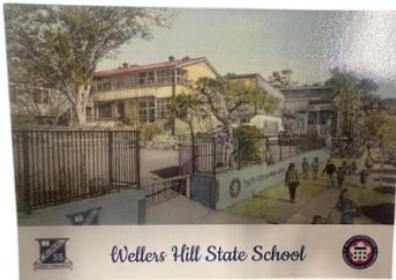


Appendix 4 – Behaviour Support Flowchart



PBL Rewards

Artefact	Example	Use	Who
Wellie Sticker- 4 Different colours		50 Ticks- Students can choose which Wellie they prefer.	Class Teacher to collect from office
New PBL Focus Certificate for COS		Each COS, one per class- Specifically for those who have followed the focus this fortnight, an encouragement	Class Teacher to collect from office
COS Certificate		Each COS, one per class	Class Teacher to collect from office drawer before COS.
STAR Badges- 4 Different colours matching Wellie	Pic to be provided. Awaiting quotes.	Students earn one at 100 ticks, another at 200, 300, and 400. At 500 ticks, they receive a gold star badge.	Class teacher to notify DP These may be presented at morning assembly or COS.
STAR Chart- Whole class		Class rewards	To be celebrated as needed on a class-by-class basis by classroom teacher.

<p>Positive Postcards</p>		<p>One student- at staff meeting, fortnightly.</p>	<p>Teacher to write at beginning of staff meeting. DP to arrange sending with office support</p>
<p>Wellie 'Gotcha' Cards</p>		<p>At teacher discretion</p>	<p>A reinforcement of the student following expectations. When a student has collected all 4, they can then receive a wristband.</p>
<p>Wristbands- 4 Different colours matching Wellie</p>	<p>Pic to be provided.</p>	<p>Once receiving 4 'gotchas' (one of each colour) students are eligible for a wristband of their colour choice.</p>	<p>Class teacher to notify DP These may be presented at morning assembly or COS.</p>