



## STUDENT WELLBEING AND ENGAGEMENT POLICY



### Help for non-English speakers

If you need help to understand the information in this policy please contact the Principal.

### PURPOSE

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

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

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

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

### SCOPE

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

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2. School values, philosophy and vision
3. Wellbeing and engagement strategies
4. Identifying students in need of support
5. Student rights and responsibilities
6. Student behavioural expectations and management
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### POLICY

1. School profile



# BARRAWANG PRIMARY SCHOOL

School number: 5585

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Barrawang Primary School proudly opened in 2023 in the rapidly growing suburb of Wollert, within the City of Whittlesea.

Barrawang Primary School is part of the Supported Inclusion Schools initiative. We believe that every student should have the opportunity to attend their designated neighbourhood government school. As a Supported Inclusion School, we provide a safe, accessible, and inclusive environment for all students. Our purpose-built facilities adhere to Universal Design Principles, eliminating physical barriers to participation for students with diverse needs.

In 2023, our founding year, Barrawang Primary School welcomed 151 students from Foundation to Year 6. We are designed for a long-term enrolment of 575, with a mainstream capacity of 525 and an additional 50 places allocated for specialist provision if required. By 2024, our enrolment had grown to 278 students—130 female and 148 male—with 65% of students speaking English as an additional language. By the end of 2024, our enrolment had increased to just over 320 students, joining us from various schools across Victoria and numerous childcare and kindergarten centres.

Inspirational teaching and quality learning are the cornerstones of our school. In 2024, our staffing profile consisted of 34.63 equivalent full-time staff: 2 Principal class officers, 1 leading teacher, 1 learning specialist, 16 home group teachers, 4 specialist teachers, and 18 Education Support (ES) staff.

Our students are grouped into learning communities based on their age and stage of schooling. In 2024, we had:

A Foundation Community with 78 students

A Junior 1 Community with 67 Year 1 students

A Junior 2 Community with 46 Year 2 students

A Middle Community with 36 Year 3 and 31 Year 4 students

A Senior Community with 30 Year 5 and 26 Year 6 students

As our school continues to grow, our structure will be determined by student numbers to ensure the most effective social and physical learning environment for all.

In 2024, we offered four specialist programs. All students participated in one hour each week of Physical Education, Visual Arts, Performing Arts, and STEM. Wellbeing and engagement remain a high priority, with two wellbeing sessions each week: a whole-school session following the Rights, Responsibilities, and Respectful Relationships curriculum, and a community-specific session tailored to students' needs. Both sessions draw on resources from The Resilience Project, our school values, and the Personal and Social Capability curriculum.

Our state-of-the-art learning facilities include:

An administration building housing a library, staff offices, and specialist teaching areas for science and food technology

Two learning neighbourhood buildings featuring general-purpose classrooms and collaborative teaching spaces



New portables providing additional classroom space

A community hub with a competition-grade gymnasium, canteen, and music and drama spaces

Two outdoor hard courts and a sports field

## 2. School values, philosophy and vision

Barrawang Primary School's Statement of Values and School Philosophy is integral to the work that we do and is the foundation of our school community. Students, staff and members of our school community are encouraged to live and demonstrate our core values of resilience, excellence, acceptance, curiosity and honesty at every opportunity.

Barrawang Primary School's vision is to ensure that our students are at the centre of everything that we do. Together we create a learning community that values diversity, inclusion and high expectations for all students.

Barrawang Primary School's values are R.E.A.C.H

**Resilience-** we can bounce back from challenges

**Excellence-** we aim high and persevere, we ensure that every individual has an equal opportunity to reach their full potential

**Acceptance-** we respect and value all members of our community, embracing with dignity their talents, beliefs, backgrounds, and ways of living

**Curiosity-** we question and explore the new, unusual, and interesting to better understand the world around us

**Honesty-** we act with integrity and courage and take responsibly for our actions.

Our school logo was designed to represent the four key groups that help our students succeed. The largest and most prominent circle represents the child's home support network. The white circle represents our staff, the dark green circle represents their peers, and the final circle signifies the coming together of all these groups to form a strong sense of community and pride. The five-pointed star represents our five school values: Resilience, Excellence, Acceptance, Curiosity, and Honesty, which underpin our motto, 'REACH for the stars.'

## 3. Wellbeing and engagement strategies

Barrawang Primary School has developed a range of strategies to promote engagement, positive behaviour and respectful relationships for all students in our school. We acknowledge that some students may need extra social, emotional or educational support at school, and that the needs of students will change over time as they grow and learn.

### School-wide Positive Behaviour Support

To assist in embedding strengths-based practice, Barrawang Primary School will implement the Schoolwide Positive Behaviour Support (SWPBS) framework. SWPBS is a framework for creating safe and positive learning environments in schools, while improving the social-emotional and academic outcomes for students. It utilises a preventative approach that relies on research-based practices,



including developing clear behavioural expectations, teaching these expectations, acknowledging appropriate behaviour, consistently correcting inappropriate behaviour, and using behavioural data to systematically solve problems.

Barrawang Primary School has adopted a coaching model to support the implementation of SWPBS, which can take three to five years for full implementation. The coaching model focuses on developing the practical skills of school staff to implement SWPBS at our school.

A summary of whole of school, year group specific and individual engagement strategies used by our school is included below:

### Universal

- high and consistent expectations of all staff, students and parents and carers
- prioritise positive relationships between staff and students, recognising the fundamental role this plays in building and sustaining student wellbeing
- creating a culture that is inclusive, engaging and supportive
- welcoming all parents/carers and being responsive to them as partners in learning
- analysing and being responsive to a range of school data such as attendance, Attitudes to School Survey, parent survey data, staff opinion survey, student management data and school level assessment data
- teachers at Barrawang Primary School use a whole school instructional framework to ensure an explicit, common and shared model of instruction, to ensure that evidenced based, high impact teaching practices are incorporated into all lessons
- teachers at Barrawang Primary School adopt a broad range of teaching and assessment approaches to effectively respond to the diverse learning styles, strengths and needs of our students and follow the standards set by the Victorian Institute of Teaching
- our school's Statement of Values and Philosophy are incorporated into our curriculum and promoted to students, staff and parents so that they are shared and celebrated as the foundation of our school community
- carefully planned whole school transition programs to support students moving into different stages of their schooling
- positive behaviour and student achievement is acknowledged in the classroom, and formally in school assemblies and communication to parents
- monitor student attendance and implement attendance improvement strategies at a whole school, cohort and individual level
- students have the opportunity to contribute to and provide feedback on decisions about school operations through the student leadership group. Students are also encouraged to speak with their teachers, Year Level Coordinator, Assistant Principal and Principal whenever they have any questions or concerns.
- create opportunities for cross-age connections amongst students through SWPBS and Respectful Relationships multi-age activities, athletics, whole school incursions and special celebrations (i.e. book week activities).
- all students are welcome to self-refer to the Assistant Principal and Principal if they would like to discuss a particular issue or feel as though they may need support of any kind. We are proud to have an 'open door' policy where students and staff are partners in learning



- we engage in school wide positive behaviour support with our staff and students, which includes programs such as:
  - Respectful Relationships
  - Zones of regulation
- programs, incursions and excursions developed to address issue specific behaviour (i.e. anger management programs and resilience workshops)
- opportunities for student inclusion (i.e. sports teams, clubs, lunchtime activities)
- buddy programs and multi-age activities

### Targeted

- each year group has a Team Leader responsible for their year, who monitors the health and wellbeing of students in their year, and acts as a point of contact for students who may need additional support
- Koorie students are supported to engage fully in their education, in a positive learning environment that understands and appreciates the strength of Aboriginal and Torres Strait Islander culture. All Koorie students are connected with a Koorie Engagement Support Officer and a mentor teacher
- our English as a second language students are supported through our EAL program, and all cultural and linguistically diverse students are supported to feel safe and included in our school.
- we provide a positive and respectful learning environment for our students who identify as LGBTIQ+ and follow the Department's policy on [LGBTIQ Student Support](#)
- all students in Out of Home Care are supported in accordance with the Department's policy on [Supporting Students in Out-of-Home Care](#) including being appointed a Learning Mentor, having an Individual Learning Plan and a Student Support Group (SSG) and being referred to Student Support Services for an Educational Needs Assessment
- students with a disability are supported to be able to engage fully in their learning and school activities in accordance with the Department's policy on [Students with Disability](#), such as through reasonable adjustments to support access to learning programs, consultation with families and where required, student support groups and individual education plans
- staff will apply a trauma-informed approach to working with students who have experienced trauma

### Individual

Barrawang Primary School implements a range of strategies that support and promote individual engagement. These can include:

- building constructive relationships with students at risk or students who are vulnerable due to complex individual circumstances
- meeting with student and their parent/carer to talk about how best to help the student engage with school
- developing an Individual Learning Plan and/or a Behaviour Support Plan
- considering if any environmental changes need to be made, for example changing the classroom set up



- referring the student to:
  - school-based wellbeing supports
  - Student Support Services
  - appropriate external supports such as council-based youth and family services, other allied health professionals, headspace, child and adolescent mental health services or the Orange Door

Where necessary the school will support the student's family to engage by:

- being responsive and sensitive to changes in the student's circumstances and health and wellbeing
- collaborating, where appropriate and with the support of the student and their family, with any external allied health professionals, services or agencies that are supporting the student
- monitoring individual student attendance and developing an Attendance Improvement Plans in collaboration with the student and their family
- engaging with our regional Koorie Education Support Officers
- running regular Student Support Group meetings for all students:
  - with a disability
  - in Out of Home Care
  - with other complex needs that require ongoing support and monitoring.

#### 4. Identifying students in need of support

Barrawang Primary School is committed to providing the necessary support to ensure our students are supported academically, emotionally and socially. The Student Wellbeing team plays a significant role in developing and implementing strategies to help identify students in need of support and enhance student wellbeing. Students with a disability at Barrawang Primary School will engage in academic instruction alongside their same age peers without disabilities, in whole class groups. Barrawang Primary School staff will practice positive behavioural supports and interventions to engage students – identifying behaviour triggers, and teaching and reinforcing skills. The School-wide Positive Behaviour Support (SWPBS) framework will be used to teach school expected behaviours, inclusive of social-emotional coping strategies. Barrawang Primary School staff will be encouraged and supported to deliver best practice in developing self-determination skills in students including self-awareness, assertiveness, problem-solving and self-advocacy skills.

Barrawang Primary School will utilise the following information and tools to identify students in need of extra emotional, social or educational support:

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



- involvement in incidents requiring external agencies such as Vic Police or Department of Families, Fairness and Housing (DFFH) Child Protection

## 5. Student rights and responsibilities

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

All students have the right to:

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

All students have the responsibility to:

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

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

## 6. Student behavioural expectations and management

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

Violence, bullying, and other offensive and harmful behaviours such as racism, harassment and discrimination will not be tolerated and will be managed in accordance with this policy. Bullying will be managed in accordance with our Bullying Prevention Policy.

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

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



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

Disciplinary measures that may be applied include:

- warning a student that their behaviour is inappropriate
- teacher controlled consequences such as moving a student in a classroom or other reasonable and proportionate responses to misbehaviour
- withdrawal of privileges
- referral to the Team Leader/Assistant Principal/Principal
- restorative practices
- behaviour support and intervention meetings
- suspension (internal or external)
- expulsion

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

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

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

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

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

## 7. Engaging with families

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

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

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





- including families in Student Support Groups, and developing individual plans for students
- celebrating our successes through Compass, newsletters and Facebook
- encouraging parents to attend whole school assemblies and special events.

## 8. Evaluation

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

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

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

Barrawang Primary School will also regularly monitor available data dashboards to ensure any wellbeing or engagement issues are acted upon in a timely manner and any intervention occurs as soon as possible.

## COMMUNICATION

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

- available publicly on our school's website
- included in staff induction processes
- included as annual reference in school newsletter
- made available in hard copy from school administration upon request.

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

- [Suspension process](#)
- [Expulsions - Decision](#)

## FURTHER INFORMATION AND RESOURCES

- The Department's Policy and Advisory Library (PAL):
  - [Attendance](#)
  - [Student Engagement](#)
  - [Child Safe Standards](#)
  - [Supporting Students in Out-of-Home Care](#)
  - [Students with Disability](#)
  - [LGBTIQ Student Support](#)
  - [Behaviour - Students](#)



# BARRAWANG PRIMARY SCHOOL

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- [Suspensions](#)
- [Expulsions](#)
- [Restraint and Seclusion](#)
- Related Policies:
  - Child Safety Policy
  - Bullying Prevention Policy
  - Inclusion and Diversity Policy
  - Statement of Values and School Philosophy
  - Complaints Policy
  - Duty of Care Policy

## POLICY REVIEW AND APPROVAL

Policy last reviewed	March 2025
Consultation	Term 2 School Council 2025
Approved by	Principal
Next scheduled review date	March 2027