

Rationale

At Mount Saint John's (MSJ), our Behaviour Support Policy is grounded in our School Code of Conduct - **Safety, Respect, Effort and Responsibility** - and our core values of **Respect, Responsibility, Resilience and Relationships**, while incorporating the Pastoral Care Policy.

We believe behaviour is learned and that mistakes provide opportunities for growth. Our approach is restorative, focusing on repairing harm, restoring relationships, and teaching the skills students need to flourish as learners and members of the community.

At MSJ, we strive to create a safe, inclusive and supportive environment where:

- Everyone has the right to feel safe and respected.
- Students are responsible for their choices and accountable for their actions.
- Staff and students model positive behaviours that value diversity and compassion.
- Relationships are central, and conflict is addressed through dialogue, reflection and reconciliation.

Our School Code of Conduct is displayed in all learning areas and referred to regularly by staff. All students, staff, parents and caregivers are encouraged to understand and support this shared approach to behaviour support.

Scope

This policy applies to all students, staff, parents/caregivers and community members of MSJ. It guides how we respond to both appropriate and inappropriate behaviour, with an emphasis on high expectations, positive reinforcement and logical, restorative consequences.

Key Principles

- **Positive Behaviour is Taught** – desired behaviours are explicitly modelled, taught and reinforced.
- **Restorative Practices** – when harm occurs, the focus is on understanding impact, repairing relationships and making amends.
- **Shared Responsibility** – Behaviour Support is a partnership between students, staff, and parents.
- **Respect and Dignity** – Every individual is valued and supported in taking responsibility for their choices.

Responsibilities

Students are expected to:

- Take responsibility for their actions.
- Listen and learn, allowing others to do the same.
- Resolve disagreements respectfully, without resorting to violence or aggression.
- Respect the property of self, others and the school.
- Accept differences and show kindness.
- Wear the full school uniform and represent the school with pride.

Parents/Caregivers are asked to:

- Support regular attendance and punctuality.
- Be familiar with school policies and procedures.
- Work in partnership with the school to reinforce positive behaviour.
- Maintain regular communication with teachers.

Teachers and Staff will:

- Provide safe, inclusive and engaging learning environments.
- Model and teach positive behaviour explicitly.
- Support students to reflect, repair harm and make positive choices.
- Apply expectations consistently, fairly and respectfully.

Appropriate Behaviour

Appropriate behaviour reflects the values of our Catholic faith, Pastoral Care Policy and the Code of Conduct.

Teachers affirm appropriate behaviour through:

- Verbal acknowledgement and praise
- Merit awards
- Recognition in the school newsletter
- Leadership opportunities and responsibilities (e.g., captains, helpers)

Inappropriate Behaviour

Inappropriate behaviour is any action that does not align with the Catholic values of MSJ, the Pastoral Care Policy or the School Code of Conduct. This includes behaviour on buses, excursions, and school-related events.

Examples include:

- Disrupting learning
- Disrespectful or hurtful language or actions
- Refusing instructions or being out of bounds
- Swearing, physical aggression or bullying
- Offensive or discriminatory language or behaviour

Restorative Responses and Consequences

When inappropriate behaviour occurs, staff will:

1. Remind the student of expectations.
2. Provide an opportunity to self-correct.
3. Use restorative conversations to help the student reflect on:
 - i. What happened
 - ii. Who was affected and how
 - iii. How the harm can be repaired
 - iv. What can be done differently next time

Consequences will be logical, fair and connected to repairing relationships. Consequences are aligned with the MSJ School Expectations. They may include:

- Restorative conversations or circles
- Loss of playtime to complete reflection or repair tasks
- Check-In/Check-Out system for ongoing support
- Behaviour support plans
- Loss of privilege (e.g., participation in certain events)
- Referral to the Principal or delegate

Parents will be contacted if inappropriate behaviour is repeated or serious. Serious breaches will result in immediate referral to leadership.

Major Behaviour Sanctions

For repeated or serious breaches, the Principal may apply disciplinary sanctions as a last resort, in line with school and diocesan policy. These may include:

- **In-school suspension** – temporary withdrawal from class with supervised work provided.
- **Out-of-school suspension** – temporary withdrawal of a student's right to attend school, with parents responsible for their welfare.
- **Negotiated transfer** – change of school if all other supports and interventions fail.
- **Expulsion** – permanent withdrawal of enrolment (in accordance with diocesan procedures).

CORPORAL PUNISHMENT is prohibited. All school staff are prohibited from engaging in any form of corporal punishment. Mt St John's does not explicitly or implicitly sanction corporal punishment by non-school persons (such as parents) to enforce discipline at the school in accordance with Crimes Amendment (Child Protection - Physical Mistreatment) Bill 2001 [Formerly Crimes Amendment (Child Protection - Excessive Punishment) Bill 2000].

Alignment with Other Policies

This Behaviour Support Policy operates in alignment with:

- MSJ Code of Conduct
- MSJ Pastoral Care Policy
- DLCSL Anti-Bullying Policy
- [DLCS Suspension and Expulsion SOP](#)

Mt St John's School Expectations



1. Reset

Not following teacher's instructions
Off-task behaviour
Disrespectful behaviour
Not following class or school rules

Reteach and/or redirect while giving three reminders. Reset time.

2. Reflect

Repeated Level 1 behaviours
Inappropriate language
Hands-on behaviour
Intimidation of peers

Buddy Class Reflect with a Reflection Sheet.
Incident recorded in Compass. Leadership is notified.

3. Repair

Repeated Level 1 and 2 behaviours
Bullying
Oppositional behaviour (yelling at staff or others)
Physical aggression

Office Timeout (1-3 sessions) with a Reflection Sheet. Incident recorded in Compass. Leadership is notified. Parents notified by the teacher.

4. Reconnect

Repeated Level 2 or 3 behaviours
Aggressive or dangerous behaviours
Vandalism
Offensive or discriminatory language or behaviour
Suspension/ Behaviour Management Meeting with a Reflection Sheet.
Incident recorded in Compass.
Parents notified by Leadership.