Badger Creek Primary School
Student Wellbeing and Engagement Policy

***Taken direct from the Department Guidelines**

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.

Badger Creek 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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POLICY

1. School profile

Badger Creek Primary School is located in beautiful surroundings, 4km south of Healesville. Our school has a rich history linked with the First Nations settlement at Corranderk. The people of Badger Creek acquired an unused school from Gruyere North and asked the government to find a teacher. The first head teacher was Miss Andrienne Jack who had taught at the Coranderrk school from 1893-1898 and then took up the position of head teacher at the new school which was opened on the 1st of January,1899. When the new school opened students from the Coranderrk reserve and Settler's children were taught all together. In 1989 the new Badger Creek Primary School was opened on the current site. In 2022-2023 the school underwent significant capital works to develop a unique and modern learning environment.

At Badger Creek Primary School, we strive to create a safe and supportive environment where all members of our community can feel that they belong. We aim to build a learning environment where high expectations are promoted and celebrated across all areas of the curriculum. Badger Creek Primary School offers an inquiry-based curriculum, where high expectations and explicit teaching are underpinned by the Victorian Curriculum. Our explicit instructional model extends and supports students within the classroom at their point of need with the aim of reaching their personal learning goals.

Currently BCPS consists of 1 Principal, 1 Assistant Principal, 2 Learning Specialists, 12 full time staff and 5 part-time staff, including 4 specialist teachers teaching Music, Art, PE and Auslan. Support staff include a School Chaplain, 6 Education Support Staff, a Business Manager and an Administrative Support Officer. Regional Student Support Staff include a Speech Therapist and a School Psychologist. We have a current enrolment of 242 students.

Our school has a vibrant specialist program which includes Performing Arts, Visual Arts, Health and Physical Education, and Auslan. The school offers a range of enrichment and support programs to ensure all students can achieve their personal best. Badger Creek Primary School has been recognised for our exceptional commitment to the Marrung Education Plan, improving Koorie education outcomes and closing the gap in educational achievement.

In 2023 we enlisted Community OSH as our new Out of School Hours program, running each day morning and afternoon from 7.00-8.45am and an After School Care program from 3:30-6:00pm which has an average of 18-30 students attending weeknights. They also offer an exciting holiday program.

Badger Creek Primary has strong community links. Badger Creek Kindergarten is located across the road and provides the majority of the prep enrolments for our school. Healesville High School is located a short distance away and is the secondary school many of our graduating students attend. Our school is located directly across the road from the Healesville Sanctuary with whom we work in partnership with.

Our school expectations of 'Be Safe, Be Kind and Be a Learner' guide us on our journey to be a supportive and inclusive learning environment for all students. Badger Creek Primary has begun their work in the School Wide Positive Behaviour Framework and participated in the Respectful Relationships Program, running a Student Leadership Respectful Relationship series of workshops. Through these programs, Badger Creek Primary staff and students aim to maintain a positive and harmonious learning environment.

2. School values, philosophy and vision

Badger Creek Primary School's vision is to create a sanctuary for continuous growth. We will develop skilled learners who will become educated, responsible and respectful citizens.

The expectation is that the students at Badger Creek Primary School will be successful and enthusiastic learners capable of building positive relationships. We have a commitment towards working together as a team to achieve the best possible outcomes, in a safe and stimulating learning environment. Learning will be maximized and students will feel both motivated and empowered, as they strive to be the best they can be. Environmental awareness will be promoted across the school community, fostering respect for personal and communal property.
The values we teach and learn at Badger Creek Primary School are:

- Be Safe
- Be Kind
- Be a Learner

3. Wellbeing and engagement strategies

Badger Creek Primary School strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff.

Badger Creek Primary School is committed to creating a school community where all members of our school community are welcomed, accepted and treated equitably and with respect regardless of their backgrounds or personal attributes such as race, language, religious beliefs, gender identity, disability or sexual orientation so that they can participate, achieve and thrive at school.

Universal

Badger Creek Primary School acknowledges and celebrates the diversity of backgrounds and experiences in our school community, and we will not tolerate behaviours, language or practices that label, stereotype or demean others. At Badger Creek Primary School we value the human rights of every student, and we take our obligations under anti-discrimination laws and the Charter of Human Rights and Responsibilities seriously.

Badger Creek Primary School will:

- Actively nurture and promote a culture where everyone is treated with respect and dignity
- ensure that students are not discriminated against (directly or indirectly) and where necessary, are reasonably accommodated to participate in their education and school activities (eg schools sports, concerts, etc.) on the same basis as their peers
- acknowledge and respond to the diverse needs, identities and strengths of all students
- encourage empathy and fairness towards others
- challenge stereotypes that promote prejudicial and biased behaviours and practices
- contribute to positive learning, engagement and wellbeing outcomes for students
- respond to complaints and allegations appropriately and ensure that students are not victimised.

Bullying, unlawful discrimination, harassment, vilification and other forms of inappropriate behaviour targeting individuals or groups because of their personal attributes will not be tolerated at Badger Creek Primary School. We will take appropriate measures, consistent with our *Student Wellbeing and Engagement* and *Bullying* policies to respond to students who demonstrate these behaviours at our school.

Students who may have experienced or witnessed this type of behaviour are encouraged to speak up and to let their teachers, parents or carers know about those behaviours to ensure that inappropriate behaviour can be addressed.

Targeted

- Each cohort is allocated a lead teacher to help monitor student wellbeing and act as main point of call and contact for students who may require additional support.
- 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
- Any students have experienced trauma; staff will apply a trauma based approach when working with these students
- The Wellbeing team will add additional support to students requiring further assistant and help
- Koorie students will be supported within their education with a positive learning environment promoted

Individual

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

- Introduce a meeting with the student, leadership team and parent/carer to help understand how best to engage the student at school
- Develop individual learning plans and behavioural support plans
- Build constructive relationships with peers
- Create safe spaces within the classroom and yard for students
- Introduce students to wellbeing support staff members
- Have students create a 5 safe people chart of who they can seek help from when required
- If required introduce reengagement programs such as Navigator
- Help implement programs for students with disabilities and who require further assistance

4. Identifying students in need of support

Badger Creek Primary School also understands that it has a legal obligation to make reasonable adjustments to accommodate students with disabilities and in need of support. A reasonable adjustment is a measure or action taken to assist students with disabilities to participate in their education on the same basis as their peers. Reasonable adjustments will be made for students with disabilities in consultation with the student, their parents or carers, their teachers and if appropriate, their treating practitioners.

Badger Creek Primary School will closely monitor the following information to help identify if a student requires further support and assistance:

- Attendance records
- Academic performance
- Observations from school staff members
- Enrolment information
- Engagement with peers

5. Student rights and responsibilities

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

Students have the right to:

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

Students have the responsibility to:

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

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

Student behavioural expectations and management

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.

When a student acts in breach of the behaviour standards of our school community, Badger Creek 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 leadership staff members
- restorative practices
- behaviour support and intervention meetings
- suspension
- expulsion

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

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

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

The Principal of Badger Creek 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.

6. Engaging with families

Badger Creek 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.
- providing parent volunteer opportunities so that families can contribute to school activities
- involving families in school decision making

7. Evaluation

Badger Creek 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
- school reports
- parent survey
- Compass, including attendance data

COMMUNICATION

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

- Available publicly on our school's
- Included in staff induction processes
- 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 following Department of Education and Training policies are relevant to this Student Engagement and Wellbeing Policy:

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

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

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

POLICY REVIEW AND APPROVAL

Policy:	Student Wellbeing and Engagement Policy
Created Date:	June 2026
Approved by	Principal
Date for Review:	June 2028