



SOUTHERN CROSS
— GRAMMAR —

WELFARE POLICY

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INTRODUCTION

Students are better prepared for learning when they are healthy, safe and happy. At Southern Cross Grammar student learning cannot be separated from welfare. Students develop best where teaching and learning occur in a context of student welfare. Students are better prepared for learning when they are healthy, safe and happy. Student welfare is enhanced when all members of the school community participate in the learning programs and life of the school.

CONTEXT

Student welfare at Southern Cross Grammar:

- encompasses everything the school community does to meet the personal, social and learning needs of students
- creates a safe, caring school environment in which students are nurtured as they learn
- is achieved through the total school curriculum and the way it is delivered
- incorporates effective discipline
- incorporates preventive health and social skills programs
- provides modified curriculum, where required, for students with special needs
- stresses the value of collaborative early intervention when problems are identified
- provides ongoing educational services to support students
- recognises the diversity within the school community and provides programs and support which acknowledge difference and promote harmony
- recognises the role that the school plays as a resource to link families with community support services
- provides opportunities for students to:
 - enjoy success and recognition
 - make a useful contribution to the life of the school
 - derive enjoyment from their learning.

Southern Cross Grammar aims to provide effective learning and teaching within a secure, well-managed environment, in partnership with parents and/or caregivers and the wider school community. The objectives and outcomes that follow relate to:

- effective learning and teaching
- positive climate and good discipline
- community participation.

EFFECTIVE LEARNING AND TEACHING

The objectives of Effective Learning and Teaching at Southern Cross Grammar include:

- encouraging students to take responsibility for their own learning and behaviour
- identifying and catering for the individual learning needs of students
- providing a Personal Goal Plan (PGP) for every student
- a team to develop an Individual Support Plan (ISP) for students with identified individual needs
- establishing well-managed teaching and learning environments
- ensuring that learning activities build on prior knowledge and experiences and are socially and culturally relevant

- providing frequent opportunities for students and their parents to discuss learning programs and student behaviour and progress
- identifying key social skills and developing plans for all students to acquire them, or make progress towards them, over time
- ensuring that gender and equity issues are recognised and addressed across the curriculum
- providing mentors and buddies to new students

These objectives are aimed at producing the following outcomes and results.

- students will be active participants in the learning process.
- coordinated student services will provide effective support to classroom programs.
- the learning experiences of students will affirm their individuality and be positive and satisfying.
- students will participate in decisions about their own learning.
- students will pursue a program of learning relevant to their needs and aspirations.
- students will develop an understanding of themselves as well as skills for positive, socially responsible participation.
- students will develop competencies which enhance the quality of their relationships with others.
- students will feel valued as learners.

POSITIVE CLIMATE AND GOOD DISCIPLINE

At Southern Cross Grammar, school climate and discipline is enhanced by:

- maximising student participation in decision making and ensuring that principles of equity and fairness are reflected in school practice
- providing opportunities for students to demonstrate success in a wide range of activities
- developing and implementing policies and procedures to protect the rights, safety and health of all school community members
- establishing clear school rules which are known and understood by all school community members
- monitoring attendance and ensuring that students attend school regularly
- valuing and providing opportunities for all students to develop the skills involved in positive relationships, social responsibility, problem solving and dispute resolution
- valuing difference and discouraging narrow and limiting gender stereotypes
- incorporating students' views into planning related to school climate and organisation
- establishing networks to support students and making sure that students and parents know about, and have ready access to, this support
- recognising the relationship between student and staff welfare and ensuring that staff welfare is also a priority
- providing resources and opportunities for students to gain leadership experience using a range of mechanisms, including student representative councils or school parliaments.

These objectives are aimed at producing the following outcomes and results.

- the well-being, safety and health of students and other community members will be priorities in all school policies, programs and practices.
- principles of equity and justice will be evident in school plans, programs and procedures.
- the discipline code of Southern Cross Grammar will provide clear guidelines for behaviour which are known by staff, students and parents who have contributed to their development.
- Southern Cross Grammar will be a disciplined, ordered and cohesive community where individuals take responsibility and work together.
- Southern Cross Grammar will reflect the values of its community and will welcome the participation of community members in the life of the school.
- Southern Cross Grammar will be an inclusive environment which affirms diversity and respects difference.
- students will be safe in the school environment.
- students will know what is expected of them and of others in the school community.
- students will be able to learn without disruption from unruly behaviour.
- students will be provided with appropriate support programs.
- students will contribute to decision making at Southern Cross Grammar.
- students will participate in all aspects of school life as equals.
- students will value difference.
- students will be respected and supported in all aspects of their schooling.
- students will know and understand their school's organisation and know about student representative councils and other representative bodies such as the School Council.

COMMUNITY PARTICIPATION

At Southern Cross Grammar community participation is enhanced by:

- building learning communities in which staff, students and parents work together for planned results
- encouraging parents and community members to participate actively in the education of young people and in the life of the school
- acknowledging parents as partners in school education
- source 'experts' from the community to act as mentors and role models for students
- encouraging students to have a sense of belonging to the school community
- assisting families to gain access to support services in the community
- fostering close links with the wider community
- encouraging links between parent and student representative groups
- inviting parents to share their skills and experiences in the school community
- supporting students and their parents in making decisions about learning programs
- recognising students' families, cultures, languages and life experiences.

These objectives are aimed at producing the following outcomes and results.

- there will be strong links between students, staff, parents and other members of the school community.
- parents and community members will participate in the education of young people and share the responsibility for shaping appropriate student behaviour.
- the curriculum, goals, plans and actions of Southern Cross Grammar will reflect the needs and aspirations of students and the wider school community.
- students, parents and teachers will perceive that the learning and teaching programs at Southern Cross Grammar are relevant and beneficial.

- staff will facilitate parent and community involvement in a range of school activities.
- students will be supported by parent and community participation in school activities.
- students will value Southern Cross Grammar as an integral part of the community.
- students and their families will know how to gain access to relevant support services in the community.
- students will be partners with parents and teachers in the teaching and learning processes at Southern Cross Grammar.

RESPONSIBILITIES

Principal

The Principal will ensure that:

- a commitment to student welfare underpins all the policies and activities of Southern Cross Grammar
- the school community reviews policies and practices related to student welfare
- student welfare is regularly reviewed using appropriate planning processes
- a school discipline policy is developed and regularly reviewed
- the review processes take into account other mandatory policies
- strategic issues identified in reviews are incorporated into the School Improvement Plan
- students, staff and parents are assisted to develop strategies for addressing student welfare and discipline needs in all the activities of the school
- other policies and practices at Southern Cross Grammar are regularly reviewed to ensure that they meet the needs of all students in the school.

Staff

Teaching and support staff, according to their role at Southern Cross Grammar, will:

- ensure that they are familiar with the Student Welfare Policy and the School Discipline/Behaviour Management Policy
- contribute to the provision of a caring, well-managed, safe environment for all students, fellow staff and parents
- participate in the learning and teaching process in ways which take account of the objectives in this policy
- participate in the school community's implementation of the Student Welfare Policy.

Staff with a specific student support role will ensure that:

- the school develops effective mechanisms for integrating behaviour management, conflict resolution and support for students experiencing difficulties.

Students

Students will be encouraged to:

- act according to the discipline code established by the school community
- contribute to the provision of a caring, safe environment for fellow students, staff and parents
- participate actively in the learning and teaching process
- provide their views on school community decisions, including reviews of student welfare, using agreed upon processes which include student representative councils and school parliaments
- practise peaceful resolution of conflict.

Parents

Parents will be encouraged to:

- participate in the learning of their children and the life of the school, including reviews of student welfare and the discipline code
- share responsibility for shaping their children's understanding about acceptable behaviour
- work with teachers to establish fair and reasonable expectations of the school.

RELATED POLICY

Behaviour Management Policy

REVIEW

This Welfare Policy will be reviewed on an emergent basis or at the end of every 3 years.