



## Behaviour Policy

**Effective:** 25/ 09 / 2020

### Values

**Honesty, Excellence, Fairness and Respect**

**Rationale:** Hawker College is a learning environment. It is also a workplace for teachers, seeking to prepare students for transition to professional work and study environments. For learning to occur in every course in every classroom, a respectful and professional culture is essential. Hawker College staff commit ourselves to the provision of a safe and supportive environment where the self-worth and dignity of the individual and the rights of others is promoted and developed by all. In order to enable optimal learning progress for students, a policy governing behaviour at Hawker College is required.

This policy has been designed by the Hawker College Executive and endorsed by the Hawker College School Board.

**Definition:** Disrespectful behaviours manifest in psychological, physical or social harassment of one person over another.

### Policy & Procedure

#### Four Phase Approach

##### 1. Primary Intervention

- Promotion amongst students, parents and staff of Positive Behaviours for Learning
- Provision of structured activities being made available during breaks

##### 2. Early Intervention

- What you ignore is what you condone.
- Encourage students, parents and staff reporting of disrespectful behaviour.

##### 3. Intervention

- Interview people involved
- Investigate the incident
- Appropriate consequences applied (e.g. Behavioural Contract)

##### 4. Follow Up

- Monitoring of student(s)
- Review contract if necessary



The table below outlines **some** examples of disrespectful behaviours.

Category of behaviour	Examples of behaviour
Physical	<ul style="list-style-type: none"><li>• Fighting</li><li>• Pushing</li><li>• Shoving</li><li>• Invading personal space</li><li>• Damaging property</li></ul>
Verbal	<ul style="list-style-type: none"><li>• Name calling</li><li>• Using offensive language</li><li>• Putting people down</li><li>• Spreading gossip and rumour</li><li>• Belittling a person based on their beliefs, gender or personal characteristics</li></ul>
Psychological	<ul style="list-style-type: none"><li>• Standover tactics</li><li>• Excluding others</li><li>• Bullying</li></ul>
Sexual	<ul style="list-style-type: none"><li>• Making sexual jokes</li><li>• Unwanted touching</li></ul>
Cyber	<ul style="list-style-type: none"><li>• Any of the above behaviours (excluding physical) carried out online</li></ul>