



## Pastoral Care, Student Well-being and Behaviour Management Procedure

Marri Mittigar is a place where young people are prepared for active and responsible participation in the community. Each member of the community is affirmed, valued and challenged.

Pastoral Care at Marri Mittigar involves a comprehensive and diverse range of activities. The procedures set down in this document are only one part of a Pastoral Care system that also recognises appropriate behaviour, and rewards effort and excellence.

**Scope:** The procedures are relevant to all Marri Mittigar activities, including School Camps and Excursions.

**Background:** At the core of the Barker College model of wellbeing is the Christian and spiritual framework upon which all aspects of an individual student's welfare rests. Wellbeing at Marri Mittigar is also encapsulated by the Barker values:

- Compassion
- Commitment
- Courage
- Integrity
- Respect

Pastoral Care, Well-being and Behaviour Management are based on:

- Self-respect
- Respect for others
- Respect for the School

This recognises the right of individuals to learn and develop to their full potential in a safe, positive and supportive school environment.

### **A Supportive Environment for Special Assistance Students and Their Needs:**

Marri Mittigar aims, through policy development and implementation, to provide a safe and supportive environment where each student who attends the school exercises their human right to be a part of a social community where they are free from physical and psychological harm. It is of the highest priority to develop an environment where each student can attend each day and be happy, fulfilled, cared for and valued.



***Wellbeing programs run through the classrooms provide the opportunity to explore the values, what they mean to us and how we can live them out in our lives.***

**Christian Values:** The Marri Mittigar School Prayer, in its simplicity, perfectly encapsulates the essence of everything our wellbeing policy represents. This prayer is spoken in Chapel and assemblies and students are reminded regularly that, by following its message, they will fulfil their responsibility in caring for and about each other.

A student is encouraged to learn to relate to others in a Christian way with a caring approach. They need to develop respect for themselves and others through appropriate social behaviours and attitudes. They should be self-reliant and respect the feelings and rights of others.

Marri Mittigar provides a structured environment in which an atmosphere of acceptance and tolerance is fundamental. Both the parents/guardians and staff should show warmth, care and compassion that reflects acceptance of the individual's level of development.

**Our Uniform:** Marri Mittigar students feel a sense of ownership and belonging when they wear their school uniform with pride. They are encouraged to check that their uniform is correct from the 'ground up', from their shoes to their hat.

The uniform is a symbol of our learning community, our past, our present and our future and the red and blue BC insignia is worn with pride by students. Students may wish to discuss with the School and their parents how often they wear their uniforms, and this is formally agreed with the Director of Marri Mittigar.

***Our Wellbeing program functions in partnership with the Barker College School community through a system of relationships, expectations, rewards and sanctions designed to develop self-discipline.***

**Safety First Motto:** At Marri Mittigar, we remind students that their number one priority is 'Safety First'. This message seeks to keep every child aware of safety for self and others and is reinforced through assemblies. Our Marri Mittigar School Prayer provides a call to action where we as a School community think, act and speak in a kind way.

**Student Behaviour Expectations:** Concern and consideration for the wellbeing of all people who work and play at Marri Mittigar is a key expectation of our students.

- Students are to be courteous and polite when speaking to staff and to others.
- Students are expected to refrain from engaging in bullying or harassment of other students at all times.



- Bullying is an ongoing misuse of power in relationships through repeated verbal, physical and/or social behaviour that causes physical and/or psychological harm. It can involve an individual or a group misusing their power over one or more persons. Bullying can happen in person or online, and it can be obvious (overt) or hidden (covert).
- Single incidents of harassment and conflict or fights between equals, whether in person or online, are not defined as bullying. However, reporting such incidents for the safety and wellbeing of all is very important.

The Barker College Policy on *Bullying and Harassment* is adopted by Marri Mittigar and we state that:

1. Staff and students at Marri Mittigar support a climate of respect and care for others. Marri Mittigar thus actively promotes respect for and tolerance of individual differences.
2. At our School bullying in all its forms – physical, emotional, verbal and cyber – is totally unacceptable.
3. Marri Mittigar is committed to minimising all forms of harassment.
4. Marri Mittigar is committed to supporting the wellbeing and safety of all students, with staff and processes in place to support and respond to any concerns.
5. While recognising Marri Mittigar's first priority is to support victims of bullying, Marri Mittigar will also provide support for the student engaging in inappropriate behaviour towards others.

**Reporting Concerns:** What to do if you are concerned about your own wellbeing or the wellbeing of someone else;

- Tell someone. This person may be your teacher, parent/guardian, a member of staff or another adult.
- If you think someone else is being bullied, tell someone: tell your teacher, parents/guardian, or another.
- If bullying occurs at School, at School functions, or on the way to or from school, you should contact a member of staff, the Director of Marri Mittigar School or the Deputy Head People and Culture, Barker College.

**Individual Response Plans & Care:** All procedures in relation to Pastoral Care and Behaviour Management recognises that:

- There are times when individual circumstances may need to be taken into account; and
- The procedures must remain flexible.

**Trained Staff:** Marri Mittigar staff members, in consultation with the Director of Marri Mittigar School where relevant, have the discretion to take any disciplinary action which they feel is fair, consistent,



proportionate and appropriate for the individual student and to the circumstances and are expected to intervene on the Safety First motto like students and other visitors to our School.

For this Behaviour Management Procedure to be successful, it is expected that staff members will communicate effectively with students, pastoral carers and among themselves. Each staff member must take personal responsibility for ensuring that the procedures are implemented consistently and fairly. Effective and regular communication between home and school is important in promoting this common understanding.

Teachers adopt a constructive approach to pastoral care. They strive to foster positive relationships with students to promote learning and personal growth. Praise and feedback are an important element. Merit certificates are awarded for both consistent academic achievement and behaviour, which represents the Heart and Mind of the child towards their school and others.

Marri Mittigar is committed to discipline and behaviour management procedures, which are based on individual students needs, safety for all and procedural fairness.

**Marri Mittigar will ensure that the use of Corporal Punishment in any form is prohibited and will not allow Corporal Punishment to be carried out by a third party as a response to a discipline issue.**

### **Sanctions for Inappropriate Behaviour**

Class teachers may place students in time out to exclude them from the regular cohort on their initiative. Staff members are encouraged to insist on required approaches to work, conduct and attitude and to insist on students achieving them.

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