



Ipswich North State School

Student Code of Conduct 2025-2026

Equity and Excellence: realising the potential of every student

Equity and Excellence outlines the government's vision for a progressive, high-performing education system. Equity and Excellence provides clarity for schools about priorities and expectations, with differentiated support targeted to each school's context and needs.

Queensland Department of Education

Contact Information

Postal address: PO Box 2288, North Ipswich QLD 4305

Phone: 07 3813 5888

Email: admin@ipswichnorthss.eq.edu.au

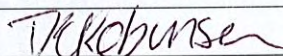
School website address: www.ipswichnorthss.eq.edu.au

Contact Person: Dione Robinson (Acting Principal)

Endorsement

Principal Name: Dione Robinson

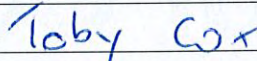
Principal Signature:



Date: 15th October 2025

P/C President and-or School
Council Chair Name: Tobias Cox

P/C President and-or School
Council Chair Signature:



Date: 15th October 2025

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Purpose

Ipswich North State School is committed to providing a safe, respectful and disciplined learning environment for all students, staff, parents and visitors.

Ipswich North State School Student Code of Conduct sets out the responsibilities and processes we use in our school to promote a productive, effective whole school approach to discipline.

Its purpose is to facilitate high standards of behaviour from all in the school community, ensuring learning and teaching in our school is prioritised, where all students are able to experience success and staff enjoy a safe workplace.

Principal's Foreword

Ipswich North State School has a long and proud tradition of providing high quality education to students in the metropolitan region within close proximity to the Ipswich Business District. A safe and supportive learning environment is promoted to optimise learning. We believe strong, positive relationships between all members of our school are the foundation to supporting the success of all students.

Our Vision is: *Learn, Believe, Succeed.*
Our Mission is that *Every Child, Every Day.*

Ipswich North State School has five core values:

- Respect
- Ownership
- Cooperation
- Kindness
- Safety

Our ROCKS behaviours are fully implemented within our school and it's culture.

These values have been used in the development of this Student Code of Conduct, with the aim of helping shape and build the skills of all our students to be confident, self-disciplined and kind young people. Our school staff believe that communication and positive connections with other people are the most valuable skills our communities need now and in the future.

Ipswich North State School staff take an educative approach to discipline, that behaviour can be taught and that mistakes are opportunities for everyone to learn. Through our Positive Behaviour for Learning Team, our student data is analysed regularly and this data is used to form lessons for our students. Our staff explicitly teach the behaviour lesson of the fortnight. This is also reinforced on our school sign, school newsletter, on our facebook page to parents and all staff in the playground remind students of the behaviour focus for the fortnight. Our Student Code of Conduct provides an overview of the school's local policies on use of mobile phones and other technology, removal of student property and the approach to preventing and addressing incidents of bullying. It also details the steps school staff take to educate students about these policies and how students are explicitly taught the expected behaviours. Finally, it details the consequences that may apply when students breach the expected standards of behaviour, including the use of suspension or exclusion.

I thank the students, teachers, parents and other members of the community for their work in bringing the Ipswich North State School Student Code of Conduct together over the last few months. Your interest and views shared through the process of developing this document have been invaluable. It provides a clear explanation of what we expect from students and how we will support them to meet those expectations.



P&C Statement of Support

As president of the Ipswich North State School P&C Committee, I am proud to support the new Student Code of Conduct.

We encourage all parents to familiarise themselves with the Ipswich North State School Student Code of Conduct, and to take time to talk with their children about the expectations and discuss any support they may need. In particular, we want to emphasise the systems in place to help students affected by bullying.

Bullying is a community-wide issue in which we all have a role to play in combating; however, it can have particularly devastating impacts on our young people. It is important that every parent and child of Ipswich North State School knows what to do if subjected to bullying, regardless of where it occurs. This includes cyberbullying, through the misuse of social media or text messaging. It is important that parents and children know that schools provide support and advice to help address problems of bullying, and the flowchart on page 31 provides an excellent starting point to understand how to approach the school about these types of problems.

Any parents who wish to discuss the Ipswich North State School Student Code of Conduct and the role of families in supporting the behavioural expectations of students are welcome to contact myself or to join the Ipswich North State School P&C Association. It is with your support that we can work collaboratively with school staff to ensure all students are safe, supported and appropriately supported to meet their individual social and learning needs.

School Captains' Statement

On behalf of the student body at Ipswich North State School, we endorse the Student Code of Conduct for 2026. We have represented students on the consultation committee, provided feedback on draft materials and put forward the views of young people on a range of issues affecting their lives at school. Throughout the year, we will continue to work with the school administration team and the Ipswich North State School P&C Association on how the Student Code of Conduct is working, identify areas for improvement and present alternative options or suggestions for consideration.

We believe as student leaders, it is our duty to be role models to students, staff and the community. We show the ROCKS behaviours at all times, and encourage other students to be themselves, try new things and to achieve their best everyday. As school leaders we do not tolerate or support bullying of any kind within our wonderful school and encourage students to speak to their teacher, trusted adult or us if needing assistance of any kind.

Any student who has questions or issues they would like raised by the School Captains are first encouraged to talk with their class representative, however you are also invited to approach any of us directly.

School Captains: Billie-Mae Johns and Zander Nuttall

School Leaders: Jade Pascoe, Carla Renae Stein, Charli-Rose Manz, Katana Clair-Dodd

Date: 08/08/2025

Consultation

The consultation process used to inform the development of the Ipswich North State School Student Code of Conduct occurred in three key phases.

Phase One: Staff Review and Feedback

In July 2025, a staff meeting was held to review the previous version of the Student Code of Conduct. During this meeting, staff examined the school processes, systems, and procedures outlined in the existing document. Feedback was collected to ensure the revised version remained current and accurately reflected the practices in place at Ipswich North State School.

Phase Two: Student Leadership Statement of Purpose

In the second phase, our School Leaders worked in consultation with the school leadership team to develop a clear School Leaders Statement that defines the values our student leaders uphold and will be featured in the 2025–2026 Student Code of Conduct.

Phase Three: P&C Consultation and Endorsement

A draft of the updated Student Code of Conduct was then prepared and distributed for community feedback. The final phase of consultation concluded in August 2025, with the completed version presented to the Ipswich North State School P&C Association in August 2025. The P&C unanimously endorsed the document for implementation in the 2025-2026 school year.

A communication strategy has been developed to support the rollout of the updated Student Code of Conduct. This includes promotion via the school website, fortnightly newsletters, and links in staff email footers. Families requiring assistance accessing the document, including translations into other languages, are encouraged to contact the principal directly.

Review Statement

The Ipswich North State School Student Code of Conduct will undergo annual minor updates to reflect changing circumstances, data and staff. A fulsome review is conducted every four years in line with the scheduled review process for the School Planning, Reviewing and Reporting cycle.

Data Overview

This section is used to report on key measures related to student discipline, safety and wellbeing using existing data sets available to all schools. This provides an open and transparent reporting mechanism for the school community on the perceptions of students, parents and staff about school climate, attendance and school disciplinary absences.

The Parent, Student and Staff Satisfaction data in the tables below is drawn from the School Opinion Survey. The School Opinion Survey is an annual collection designed to obtain the views of parents/caregivers, students and school staff from each school on what they do well and how they can improve.

Opinions on the school, student learning, and student wellbeing are sought from a parent/caregiver in all families and a sample of students from each state school.

Opinions on the school as a workplace are sought from all school staff and principals. There are additional questions for teaching staff on their confidence to teach and improve student outcomes. Principals are also asked about their confidence to lead the school and improve student outcomes.

There are four different confidential surveys for

- parents
- students
- staff
- principals.

For more information, refer to [frequently asked questions](#) page.

School Opinion Survey

Parent opinion survey

Parents/Caregivers were asked to think back over the school year, and to indicate the extent to which they agreed or disagreed with the following statements, for their eldest child in the school:

| | n | | | | | | | References | | | | | |
|---|-------------|-------------------|----------|-------------------|----------------|-------|----------------|----------------|--------------------------|-----------------|-------------------|-----------|-------|
| | Your school | | | | | | | Last year 2023 | Your school type Primary | Your region MSR | Qld state schools | | |
| | n | Strongly disagree | Disagree | Somewhat disagree | Somewhat agree | Agree | Strongly agree | | | | | Agreement | |
| School culture | | | | | | | | | | | | | |
| My child likes being at this school. | 23 | 8.7 | 8.7 | 0.0 | 4.3 | 17.4 | 60.9 | | 82.6 | 13.0 | -9.8 | -8.8 | -6.9 |
| This school celebrates student achievements. | 24 | 8.3 | 4.2 | 4.2 | 4.2 | 12.5 | 66.7 | | 83.3 | -8.3 | -11.7 | -10.8 | -10.5 |
| This school fosters respectful relationships among all students. | 24 | 8.3 | 4.2 | 4.2 | 8.3 | 20.8 | 54.2 | | 83.3 | 4.2 | -7.9 | -7.1 | -5.0 |
| Teachers at this school motivate my child to learn. | 24 | 8.3 | 0.0 | 4.2 | 4.2 | 20.8 | 62.5 | | 87.5 | 4.2 | -5.2 | -3.2 | -1.7 |
| This school looks for ways to improve. | 24 | 8.3 | 4.2 | 4.2 | 8.3 | 20.8 | 54.2 | | 83.3 | 24.2 | -6.4 | -5.4 | -4.7 |
| This school treats students equally, regardless of gender. | 21 | 4.8 | 0.0 | 4.8 | 4.8 | 19.0 | 66.7 | | 90.5 | 3.5 | -2.1 | -0.9 | 0.3 |
| This school has a strong sense of community. | 24 | 4.2 | 8.3 | 8.3 | 4.2 | 29.2 | 45.8 | | 79.2 | 4.2 | -11.9 | -10.3 | -9.7 |
| This is a good school. | 24 | 4.2 | 4.2 | 4.2 | 16.7 | 8.3 | 62.5 | | 87.5 | 20.8 | -5.5 | -4.4 | -3.3 |
| Teaching and learning | | | | | | | | | | | | | |
| Teachers at this school expect my child to do their best. | 24 | 4.2 | 0.0 | 0.0 | 12.5 | 20.8 | 62.5 | | 95.8 | 0.3 | -1.0 | -0.2 | 0.0 |
| Teachers at this school provide my child with useful feedback about their schoolwork. | 22 | 4.5 | 0.0 | 9.1 | 13.6 | 13.6 | 59.1 | | 86.4 | 11.4 | -3.8 | -2.9 | -2.3 |
| My child is making good progress at this school. | 24 | 8.3 | 0.0 | 8.3 | 12.5 | 8.3 | 62.5 | | 83.3 | 9.4 | -7.7 | -7.0 | -5.8 |
| I understand how my child is assessed at this school. | 23 | 8.7 | 4.3 | 4.3 | 4.3 | 17.4 | 60.9 | | 82.6 | 4.3 | -5.6 | -4.9 | -5.0 |
| My child is interested in their schoolwork. | 24 | 8.3 | 4.2 | 4.2 | 4.2 | 29.2 | 50.0 | | 83.3 | 5.1 | -5.7 | -4.0 | -2.4 |
| My child's learning needs are being met at this school. | 24 | 8.3 | 0.0 | 8.3 | 16.7 | 20.8 | 45.8 | | 83.3 | 12.5 | -4.5 | -3.7 | -2.3 |
| Other | | | | | | | | | | | | | |
| This school is well maintained. | 24 | 4.2 | 4.2 | 0.0 | 20.8 | 33.3 | 37.5 | | 91.7 | 8.3 | -3.4 | -0.8 | -0.7 |

Student opinion survey

| | n | | | | | | | References | | | | | |
|---|-------------|-------------------|----------|-------------------|----------------|-------|----------------|----------------|--------------------------|-----------------|-------------------|-----------|------|
| | Your school | | | | | | | Last year 2023 | Your school type Primary | Your region MSR | Qld state schools | | |
| | n | Strongly disagree | Disagree | Somewhat disagree | Somewhat agree | Agree | Strongly agree | | | | | Agreement | |
| Fairness / Clarity of rules | | | | | | | | | | | | | |
| The expectations and rules are clear at my school. | 37 | 0.0 | 0.0 | 2.7 | 16.2 | 37.8 | 43.2 | | 97.3 | 3.2 | 2.9 | 5.0 | 5.1 |
| Teachers at my school treat students fairly. | 36 | 2.8 | 5.6 | 5.6 | 33.3 | 25.0 | 27.8 | | 86.1 | 0.8 | 6.6 | 12.2 | 12.7 |
| Student behaviour is well managed at my school. | 37 | 8.1 | 0.0 | 18.9 | 24.3 | 32.4 | 16.2 | | 73.0 | 2.8 | 2.4 | 9.0 | 9.9 |
| Safety | | | | | | | | | | | | | |
| I feel safe at my school. | 35 | 0.0 | 5.7 | 2.9 | 14.3 | 28.6 | 48.6 | | 91.4 | 5.7 | 4.8 | 9.0 | 10.0 |
| I feel safe undertaking online activities using my school's internet. | 37 | 2.7 | 0.0 | 2.7 | 16.2 | 32.4 | 45.9 | | 94.6 | 0.3 | 1.2 | 3.9 | 4.0 |
| My teachers are interested in my wellbeing. | 34 | 2.9 | 0.0 | 5.9 | 23.5 | 32.4 | 35.3 | | 91.2 | 0.9 | 2.6 | 9.3 | 9.6 |
| Partnerships | | | | | | | | | | | | | |
| My school encourages me to participate in school activities. | 36 | 2.8 | 0.0 | 2.8 | 8.3 | 33.3 | 52.8 | | 94.4 | -2.6 | 1.7 | 5.2 | 5.5 |
| My school takes students' opinions seriously. | 37 | 0.0 | 2.7 | 8.1 | 35.1 | 27.0 | 27.0 | | 89.2 | 29.2 | 12.3 | 20.5 | 20.8 |
| I can get help with my schoolwork at home. | 35 | 5.7 | 5.7 | 11.4 | 25.7 | 22.9 | 28.6 | | 77.1 | -13.8 | -7.8 | -5.5 | -4.7 |

Students were asked to think back over the school year, and to indicate the extent to which they agreed or disagreed with the following statements:

School culture

| | | | | | | | | | |
|--|----|-----|-----|------|------|------|------|--|-------|
| My school encourages students to respect one another. | 37 | 0.0 | 0.0 | 5.4 | 2.7 | 24.3 | 67.6 | | 94.6 |
| My school celebrates student achievements. | 36 | 0.0 | 0.0 | 0.0 | 11.1 | 41.7 | 47.2 | | 100.0 |
| I like being at my school. | 36 | 8.3 | 5.6 | 8.3 | 13.9 | 25.0 | 38.9 | | 77.8 |
| I can talk to my teachers about my concerns. | 36 | 2.8 | 2.8 | 11.1 | 19.4 | 38.9 | 25.0 | | 83.3 |
| My school gives me opportunities to do interesting things. | 36 | 0.0 | 5.6 | 5.6 | 27.8 | 33.3 | 27.8 | | 88.9 |
| My school looks for ways to improve. | 37 | 0.0 | 0.0 | 0.0 | 18.9 | 43.2 | 37.8 | | 100.0 |
| I feel accepted by other students at my school. | 36 | 5.6 | 8.3 | 16.7 | 25.0 | 25.0 | 19.4 | | 69.4 |
| My school treats students equally, regardless of gender. | 35 | 2.9 | 5.7 | 2.9 | 20.0 | 25.7 | 42.9 | | 88.6 |
| My teachers motivate me to learn. | 36 | 0.0 | 2.8 | 2.8 | 11.1 | 38.9 | 44.4 | | 94.4 |
| This is a good school. | 36 | 2.8 | 5.6 | 8.3 | 16.7 | 27.8 | 38.9 | | 83.3 |

Teaching and learning

| | | | | | | | | | |
|--|----|------|-----|------|------|------|------|--|------|
| My teachers expect me to do my best. | 37 | 2.7 | 2.7 | 0.0 | 8.1 | 35.1 | 51.4 | | 94.6 |
| My teachers help me with my schoolwork when I need it. | 35 | 0.0 | 2.9 | 0.0 | 22.9 | 34.3 | 40.0 | | 97.1 |
| My teachers provide me with useful feedback about my schoolwork. | 37 | 0.0 | 0.0 | 5.4 | 18.9 | 48.6 | 27.0 | | 94.6 |
| I understand how I am assessed at my school. | 35 | 0.0 | 2.9 | 11.4 | 25.7 | 25.7 | 34.3 | | 95.7 |
| My schoolwork challenges me to think. | 37 | 0.0 | 2.7 | 5.4 | 21.6 | 29.7 | 40.5 | | 91.9 |
| I am interested in my schoolwork. | 37 | 13.5 | 5.4 | 13.5 | 21.6 | 27.0 | 18.9 | | 67.6 |

Other

| | | | | | | | | | |
|--|----|-----|-----|------|------|------|------|--|------|
| I can access computers and other technologies at my school for learning. | 35 | 0.0 | 0.0 | 5.7 | 8.6 | 28.6 | 57.1 | | 94.3 |
| My school is well maintained. | 37 | 0.0 | 2.7 | 10.8 | 21.6 | 35.1 | 29.7 | | 86.5 |

Staff opinion survey

Staff were asked to think back over the school year, and to indicate the extent to which they agreed or disagreed with the following statements about aspects of the school as a workplace:

Fairness / Clarity of rules

| | | | | | | | | | |
|---|----|-----|-----|-----|------|------|------|--|-------|
| The expectations and rules are clear at this school. | 20 | 0.0 | 0.0 | 0.0 | 5.0 | 35.0 | 60.0 | | 100.0 |
| Students are treated fairly at this school. | 19 | 0.0 | 0.0 | 0.0 | 10.5 | 21.1 | 68.4 | | 100.0 |
| Student behaviour is well managed at this school. | 18 | 0.0 | 0.0 | 0.0 | 27.8 | 61.1 | 11.1 | | 100.0 |
| Students with disability are well supported at this school. | 18 | 0.0 | 0.0 | 5.6 | 16.7 | 44.4 | 33.3 | | 94.4 |

Safety

| | | | | | | | | | |
|---|----|-----|-----|-----|------|------|------|--|-------|
| I am aware of health, safety and wellbeing procedures at this school. | 20 | 0.0 | 0.0 | 0.0 | 5.0 | 65.0 | 30.0 | | 100.0 |
| There is adequate focus on workplace safety at my workplace. | 20 | 0.0 | 0.0 | 0.0 | 20.0 | 65.0 | 15.0 | | 100.0 |
| I feel this school is a safe place in which to work. | 20 | 0.0 | 0.0 | 0.0 | 15.0 | 60.0 | 25.0 | | 100.0 |

Partnerships

| | | | | | | | | | |
|---|----|-----|-----|-----|------|------|------|--|-------|
| This school takes staff opinions seriously. | 20 | 5.0 | 0.0 | 0.0 | 30.0 | 40.0 | 25.0 | | 95.0 |
| This school encourages parents/carers to be active partners in educating their child. | 19 | 0.0 | 0.0 | 0.0 | 0.0 | 63.2 | 36.8 | | 100.0 |

School culture

| | | | | | | | | | |
|---|----|-----|-----|-----|------|------|------|--|-------|
| This school fosters respectful relationships among all students. | 20 | 0.0 | 0.0 | 0.0 | 5.0 | 45.0 | 50.0 | | 100.0 |
| This school looks for ways to improve. | 20 | 0.0 | 0.0 | 0.0 | 5.0 | 30.0 | 65.0 | | 100.0 |
| I enjoy working at this school. | 20 | 0.0 | 0.0 | 0.0 | 5.0 | 25.0 | 70.0 | | 100.0 |
| This school promotes gender equality. | 17 | 0.0 | 0.0 | 0.0 | 0.0 | 47.1 | 52.9 | | 100.0 |
| If I raised a concern, I feel confident that it would be taken seriously. | 19 | 0.0 | 0.0 | 5.3 | 26.3 | 36.8 | 31.6 | | 94.7 |
| This is a good school. | 20 | 0.0 | 0.0 | 0.0 | 10.0 | 40.0 | 50.0 | | 100.0 |

Teaching and learning

| | | | | | | | | | |
|--|----|-----|-----|-----|-----|------|------|--|-------|
| Students are encouraged to do their best at this school. | 19 | 0.0 | 0.0 | 0.0 | 5.3 | 26.3 | 68.4 | | 100.0 |
|--|----|-----|-----|-----|-----|------|------|--|-------|

| | n | Your school | | | | | | Agreement | References | | | | |
|--|----|-------------------|----------|-------------------|----------------|-------|----------------|-----------|----------------|--------------------------|-----------------|-------------------|------|
| | | Strongly disagree | Disagree | Somewhat disagree | Somewhat agree | Agree | Strongly agree | | Last year 2023 | Your school type Primary | Your region MSR | Qld state schools | |
| My school encourages students to respect one another. | 37 | 0.0 | 0.0 | 5.4 | 2.7 | 24.3 | 67.6 | | 94.6 | 0.2 | 1.1 | 4.8 | 5.4 |
| My school celebrates student achievements. | 36 | 0.0 | 0.0 | 0.0 | 11.1 | 41.7 | 47.2 | | 100.0 | 5.9 | 7.7 | 10.3 | 10.7 |
| I like being at my school. | 36 | 8.3 | 5.6 | 8.3 | 13.9 | 25.0 | 38.9 | | 77.8 | 8.1 | -2.0 | 2.1 | 4.7 |
| I can talk to my teachers about my concerns. | 36 | 2.8 | 2.8 | 11.1 | 19.4 | 38.9 | 25.0 | | 83.3 | -6.2 | 4.0 | 11.3 | 11.6 |
| My school gives me opportunities to do interesting things. | 36 | 0.0 | 5.6 | 5.6 | 27.8 | 33.3 | 27.8 | | 88.9 | -5.2 | -1.5 | 2.3 | 2.8 |
| My school looks for ways to improve. | 37 | 0.0 | 0.0 | 0.0 | 18.9 | 43.2 | 37.8 | | 100.0 | 8.3 | 9.6 | 15.4 | 15.1 |
| I feel accepted by other students at my school. | 36 | 5.6 | 8.3 | 16.7 | 25.0 | 25.0 | 19.4 | | 69.4 | -19.4 | -6.8 | -4.2 | -2.3 |
| My school treats students equally, regardless of gender. | 35 | 2.9 | 5.7 | 2.9 | 20.0 | 25.7 | 42.9 | | 88.6 | 17.1 | 11.4 | 16.5 | 17.1 |
| My teachers motivate me to learn. | 36 | 0.0 | 2.8 | 2.8 | 11.1 | 38.9 | 44.4 | | 94.4 | -3.3 | 2.1 | 8.1 | 8.7 |
| This is a good school. | 36 | 2.8 | 5.6 | 8.3 | 16.7 | 27.8 | 38.9 | | 83.3 | -7.6 | -3.0 | 2.5 | 3.9 |
| My teachers expect me to do my best. | 37 | 2.7 | 2.7 | 0.0 | 8.1 | 35.1 | 51.4 | | 94.6 | -2.6 | -2.6 | -1.1 | -0.8 |
| My teachers help me with my schoolwork when I need it. | 35 | 0.0 | 2.9 | 0.0 | 22.9 | 34.3 | 40.0 | | 97.1 | 8.9 | 5.0 | 8.3 | 9.1 |
| My teachers provide me with useful feedback about my schoolwork. | 37 | 0.0 | 0.0 | 5.4 | 18.9 | 48.6 | 27.0 | | 94.6 | 5.7 | 3.5 | 8.0 | 8.5 |
| I understand how I am assessed at my school. | 35 | 0.0 | 2.9 | 11.4 | 25.7 | 25.7 | 34.3 | | 95.7 | 1.3 | -3.0 | 0.5 | 1.7 |
| My schoolwork challenges me to think. | 37 | 0.0 | 2.7 | 5.4 | 21.6 | 29.7 | 40.5 | | 91.9 | -2.2 | 2.3 | 4.6 | 4.5 |
| I am interested in my schoolwork. | 37 | 13.5 | 5.4 | 13.5 | 21.6 | 27.0 | 18.9 | | 67.6 | 0.9 | -3.5 | 0.2 | 1.8 |
| I can access computers and other technologies at my school for learning. | 35 | 0.0 | 0.0 | 5.7 | 8.6 | 28.6 | 57.1 | | 94.3 | -2.9 | 0.1 | 2.5 | 2.4 |
| My school is well maintained. | 37 | 0.0 | 2.7 | 10.8 | 21.6 | 35.1 | 29.7 | | 86.5 | 4.7 | 2.2 | 9.1 | 9.4 |

| | n | Your school | | | | | | Agreement | References | | | | |
|---|----|-------------------|----------|-------------------|----------------|-------|----------------|-----------|----------------|--------------------------|-----------------|-------------------|------|
| | | Strongly disagree | Disagree | Somewhat disagree | Somewhat agree | Agree | Strongly agree | | Last year 2023 | Your school type Primary | Your region MSR | Qld state schools | |
| The expectations and rules are clear at this school. | 20 | 0.0 | 0.0 | 0.0 | 5.0 | 35.0 | 60.0 | | 100.0 | 10.0 | 10.9 | 12.1 | 12.2 |
| Students are treated fairly at this school. | 19 | 0.0 | 0.0 | 0.0 | 10.5 | 21.1 | 68.4 | | 100.0 | 27.8 | 10.9 | 10.8 | 11.5 |
| Student behaviour is well managed at this school. | 18 | 0.0 | 0.0 | 0.0 | 27.8 | 61.1 | 11.1 | | 100.0 | 33.3 | 22.9 | 25.4 | 25.6 |
| Students with disability are well supported at this school. | 18 | 0.0 | 0.0 | 5.6 | 16.7 | 44.4 | 33.3 | | 94.4 | -6.2 | 5.3 | 4.7 | 5.2 |
| I am aware of health, safety and wellbeing procedures at this school. | 20 | 0.0 | 0.0 | 0.0 | 5.0 | 65.0 | 30.0 | | 100.0 | 5.0 | 4.7 | 5.5 | 5.4 |
| There is adequate focus on workplace safety at my workplace. | 20 | 0.0 | 0.0 | 0.0 | 20.0 | 65.0 | 15.0 | | 100.0 | 10.0 | 9.2 | 10.9 | 10.9 |
| I feel this school is a safe place in which to work. | 20 | 0.0 | 0.0 | 0.0 | 15.0 | 60.0 | 25.0 | | 100.0 | 10.0 | 10.5 | 12.0 | 12.3 |
| This school takes staff opinions seriously. | 20 | 5.0 | 0.0 | 0.0 | 30.0 | 40.0 | 25.0 | | 95.0 | 15.0 | 14.0 | 17.3 | 17.5 |
| This school encourages parents/carers to be active partners in educating their child. | 19 | 0.0 | 0.0 | 0.0 | 0.0 | 63.2 | 36.8 | | 100.0 | 5.0 | 6.1 | 7.4 | 7.6 |
| This school fosters respectful relationships among all students. | 20 | 0.0 | 0.0 | 0.0 | 5.0 | 45.0 | 50.0 | | 100.0 | 5.0 | 6.7 | 8.2 | 8.8 |
| This school looks for ways to improve. | 20 | 0.0 | 0.0 | 0.0 | 5.0 | 30.0 | 65.0 | | 100.0 | 15.0 | 6.5 | 8.3 | 8.1 |
| I enjoy working at this school. | 20 | 0.0 | 0.0 | 0.0 | 5.0 | 25.0 | 70.0 | | 100.0 | 5.0 | 8.1 | 8.9 | 9.2 |
| This school promotes gender equality. | 17 | 0.0 | 0.0 | 0.0 | 0.0 | 47.1 | 52.9 | | 100.0 | 0.0 | 4.1 | 5.1 | 5.3 |
| If I raised a concern, I feel confident that it would be taken seriously. | 19 | 0.0 | 0.0 | 5.3 | 26.3 | 36.8 | 31.6 | | 94.7 | 14.7 | 11.3 | 14.1 | 14.4 |
| This is a good school. | 20 | 0.0 | 0.0 | 0.0 | 10.0 | 40.0 | 50.0 | | 100.0 | 10.0 | 7.3 | 8.7 | 8.8 |
| Students are encouraged to do their best at this school. | 19 | 0.0 | 0.0 | 0.0 | 5.3 | 26.3 | 68.4 | | 100.0 | 10.0 | 2.1 | 3.4 | 3.9 |

| | Your school | | | | | | | References | | | | | |
|---|-------------|-------------------|----------|-------------------|----------------|-------|----------------|------------|----------------|--------------------------|-----------------|-------------------|------|
| | n | Strongly disagree | Disagree | Somewhat disagree | Somewhat agree | Agree | Strongly agree | Agreement | Last year 2023 | Your school type Primary | Your region MSR | Qld state schools | |
| Staff were asked to think back over the school year, and to indicate the extent to which they agreed or disagreed with the following statements about aspects of the school as a workplace: | | | | | | | | | | | | | |
| Staff wellbeing | | | | | | | | | | | | | |
| Staff are well supported at this school. | 19 | 0.0 | 0.0 | 0.0 | 31.6 | 42.1 | 26.3 | | 100.0 | 25.0 | 19.1 | 21.2 | 21.6 |
| I feel that staff morale is positive at this school. | 19 | 0.0 | 0.0 | 0.0 | 31.6 | 36.8 | 31.6 | | 100.0 | 30.0 | 25.1 | 27.5 | 28.4 |
| Staff are treated fairly and consistently at this school. | 19 | 0.0 | 0.0 | 5.3 | 26.3 | 47.4 | 21.1 | | 94.7 | 29.7 | 16.4 | 19.2 | 19.7 |
| The wellbeing of employees is a priority for this school. | 19 | 0.0 | 0.0 | 0.0 | 21.1 | 52.6 | 26.3 | | 100.0 | 25.0 | 19.0 | 22.2 | 22.1 |
| I am supported to manage the pressures of my workload. | 19 | 0.0 | 5.3 | 0.0 | 31.6 | 47.4 | 15.8 | | 94.7 | 19.7 | 14.0 | 18.4 | 18.0 |
| Staff development | | | | | | | | | | | | | |
| I have access to relevant professional development. | 18 | 0.0 | 0.0 | 0.0 | 16.7 | 66.7 | 16.7 | | 100.0 | 20.0 | 14.3 | 15.6 | 15.1 |
| I receive useful feedback about my work at this school. | 19 | 0.0 | 5.3 | 0.0 | 21.1 | 47.4 | 26.3 | | 94.7 | 24.7 | 11.4 | 13.9 | 14.2 |
| This school encourages coaching and mentoring activities. | 18 | 0.0 | 0.0 | 0.0 | 22.2 | 44.4 | 33.3 | | 100.0 | 25.0 | 14.5 | 14.7 | 15.3 |
| This school gives me opportunities to do interesting things. | 19 | 0.0 | 5.3 | 0.0 | 21.1 | 42.1 | 31.6 | | 94.7 | 24.7 | 8.8 | 10.8 | 10.5 |
| Workplace culture | | | | | | | | | | | | | |
| This school keeps me well informed about things that are important to my work. | 19 | 0.0 | 5.3 | 0.0 | 10.5 | 63.2 | 21.1 | | 94.7 | 29.7 | 8.6 | 11.7 | 11.2 |
| This school has an inclusive culture where diversity is valued and respected. | 19 | 0.0 | 0.0 | 0.0 | 5.3 | 63.2 | 31.6 | | 100.0 | 5.3 | 6.7 | 7.2 | 8.2 |
| This school's culture supports people to achieve a good work-life balance. | 20 | 0.0 | 0.0 | 5.0 | 20.0 | 55.0 | 20.0 | | 95.0 | 0.6 | 10.8 | 14.6 | 14.2 |
| This school offers flexible work arrangements. | 18 | 5.6 | 0.0 | 11.1 | 11.1 | 55.6 | 16.7 | | 83.3 | 4.8 | 0.3 | 5.1 | 3.1 |
| I am confident that poor performance will be appropriately addressed in this school. | 18 | 0.0 | 5.6 | 11.1 | 33.3 | 16.7 | 33.3 | | 83.3 | 9.6 | 7.7 | 12.4 | 13.7 |
| Recruitment and promotion decisions in this school are fair. | 14 | 0.0 | 0.0 | 14.3 | 21.4 | 28.6 | 35.7 | | 85.7 | 19.0 | 4.3 | 7.7 | 8.3 |
| This school appropriately supports staff following an occupational violence/aggressive incident. | 16 | 0.0 | 0.0 | 0.0 | 25.0 | 50.0 | 25.0 | | 100.0 | 21.1 | 20.7 | 22.3 | 22.8 |

| | Your school | | | | | | | References | | | | | |
|---|-------------|-------------------|----------|-------------------|----------------|-------|----------------|------------|----------------|--------------------------|-----------------|-------------------|------|
| | n | Strongly disagree | Disagree | Somewhat disagree | Somewhat agree | Agree | Strongly agree | Agreement | Last year 2023 | Your school type Primary | Your region MSR | Qld state schools | |
| Staff were asked to think back over the school year, and to indicate the extent to which they agreed or disagreed with the following statements about aspects of the school as a workplace: | | | | | | | | | | | | | |
| Other | | | | | | | | | | | | | |
| Information and communication technology issues at this school are resolved promptly. | 19 | 5.3 | 5.3 | 5.3 | 36.8 | 42.1 | 5.3 | | 84.2 | 5.3 | -5.4 | -4.7 | -4.5 |
| This school is well maintained. | 20 | 0.0 | 5.0 | 0.0 | 30.0 | 55.0 | 10.0 | | 95.0 | 10.0 | 4.9 | 6.4 | 6.8 |
| This school is well managed. | 19 | 0.0 | 0.0 | 0.0 | 10.5 | 42.1 | 47.4 | | 100.0 | 15.0 | 13.9 | 16.3 | 16.5 |
| The school leadership team model the behaviours expected of all employees. | 19 | 0.0 | 0.0 | 5.3 | 15.8 | 36.8 | 42.1 | | 94.7 | 24.7 | 9.1 | 12.3 | 11.9 |

Learning and Behaviour Statement

Everyone brings their own sets of personal beliefs to a school community. These beliefs influence their decisions, behaviour and social practices. It is reasonable to expect that not everyone will share the same sets of beliefs, and this contributes to a richly diverse social environment in each school. It can also contribute to differences in expectations and force us to reflect on our own understanding of what we consider acceptable and unacceptable. We encourage any student or parent to make an appointment with the principal to discuss the model of behaviour support and discipline used at this school.

Multi-Tiered Systems of Support

Ipswich North State School uses multi-tiered systems of support (MTSS) as the foundation for our integrated approach to learning, attendance and behaviour for all students. MTSS is a preventative, differentiated model grounded in practical strategies, targeted planning and data-informed decision-making. Based on a problem-solving model, in MTSS meetings held each term, school staff match increasingly intensive interventions to the identified needs of individual students.

| Tier | Prevention Description |
|------|--|
| 1 | <p>All students (100%) in the school receive support for their academic and behavioural development as well as support to improve their attendance. Focus is on the whole-school implementation of the Australian Curriculum, Positive Behaviour for Learning (PBL) expectations, Zones of Regulation and a culture of Inclusion and Belonging. This involves:</p> <ul style="list-style-type: none"> • teaching behaviours in the setting they will be used • being consistent when addressing challenging behaviour, while taking developmental norms and behavioural function into account • providing refresher lessons and targeted recognition throughout the school year so skills are ready and likely to be used when students need them • asking students and their families for their perspectives on school climate, instruction, reinforcement, and discipline so improvements in Tier 1 may be made. • teaching students about emotional regulation during targeted school wide lessons • being consistent with support of student's individual emotional regulation needs |
| 2 | <p>Targeted instruction and supports for some students (10-15%) are more intense than Tier 1 services, providing more time and specialisation in services from a range of school-based staff to enable students to meet the required academic, attendance and behavioural standards.</p> <p>Tier 2 supports build on the lessons provided at Tier 1, and may prevent the need for more intensive interventions. Tier 2 supports are provided to small groups of students with similar needs, offering more time and/or detailed instruction on the Australian Curriculum, Zones of Regulation or particular aspects of Positive Behaviour for Learning (PBL) expectations. The types of interventions offered at this level will vary according to the needs of individual students, but all have certain things in common:</p> <ul style="list-style-type: none"> • there is a clear connection between the skills taught in the interventions and the school-wide expectations. • interventions require little time of classroom teachers and are easy to sustain • variations within each intervention are limited • interventions have a good chance of working (e.g., they are "evidence-based" interventions that are matched to the student's needs). <p>If the school data indicates that more than 10-15% of students require targeted services, then a review of Tier 1 is needed to address the basic implementation and quality of instruction.</p> |
| 3 | <p>Individualised services for a few students (2-5%) who require the most intensive support a school can provide. These are usually delivered in very small groups or on an individual basis.</p> |

Tier 3 supports continue to build on the lessons and supports provided at Tiers 1 and 2, becoming more individualised and more intensive until teams can identify what is needed for a student to be successful. Tier 3 supports are based on the underlying reasons for a student's behaviour (their Functional Behaviour Assessment) and should include strategies to:

- PREVENT problem behaviour
- TEACH the student an acceptable replacement behaviour
- REINFORCE the student's use of the replacement behaviour
- MINIMISE the payoff for problem behaviour.

Tier 3 supports exist along a continuum. Many students can benefit from a simple (or brief) Functional Behaviour Assessment (FBA) that identifies unique strategies to help the student achieve success. A smaller percentage of students may require a more comprehensive FBA that includes a more thorough process for data collection, teaming, and problem solving. A much smaller percentage of students may need an intensive FBA and wraparound plan that includes personnel from outside agencies and rigorous problem solving procedures.

If the school data indicates that more than 2-5% of the student population requires individualised services, a review of Tier 1 and Tier 2 supports and organisation is recommended.

Student Wellbeing

Ipswich North State School offers a range of programs and services to support the wellbeing of students in our school. We encourage parents and students to speak with their class teacher or make an appointment to meet with the guidance officer if they would like individual advice about accessing particular services.

Learning and wellbeing are inextricably linked — students learn best when their wellbeing is optimised, and they develop a strong sense of wellbeing when they experience success in learning. The [student learning and wellbeing framework](#), as well as Doug Fisher's work on Belonging in Schools supports Ipswich North State School with creating positive school cultures and embedding student wellbeing in all aspects of school life through connecting the learning environment, curriculum and pedagogy, policies, procedures and partnerships for learning and life.

Curriculum and pedagogy

Schools build the foundations for wellbeing and lifelong learning through curriculum embedding [personal and social capabilities](#) (self-awareness, self-management, social awareness and social management) in the implementation of the [K–12 curriculum, assessment and reporting framework](#).

Schools acknowledge the positive impact that a meaningful relationship between teachers and students can have on students' academic and social outcomes.

Policy and expectations

Within a school community there are specific health and wellbeing issues that will need to be addressed for the whole school, specific students, or in certain circumstances.

Specialised health needs

Ipswich North State School works closely with parents to ensure students with specialised health needs, including those requiring specialised health procedures, have access to a reasonable standard of support for their health needs whilst attending school or school-based activities.

This means that appropriate health plans are developed and followed for students with specialised health needs, that staff are aware of the student's medical condition and that an appropriate number of staff have been trained to support the student's health condition.

Medications

Ipswich North State School requires parent consent and medical authorisation to administer any medication (including over-the-counter medications) to students. For students requiring medication to be administered during school hours, the school can provide further information and relevant forms.



For students with a long-term health condition requiring medication, parents need to provide the school with a [Request to administer medication at school](#) form signed by the prescribing health practitioner.

Ipswich North State School maintains a minimum of one adrenaline auto-injector and asthma reliever/puffer, stored in the school's first aid kit to provide emergency first aid medication if required.

Mental health

Ipswich North State School implements early intervention measures and treatments for students where there is reasonable belief that a student has a mental health difficulty. This includes facilitating the development, implementation and periodic review of a [Student Plan](#) and support from the school Social Worker or Guidance Officer.

Suicide prevention

Ipswich North State School school staff who notice suicide warning signs in a student should seek help immediately from the school guidance officer, senior guidance officer or other appropriate staff.

When dealing with a mental health crisis, schools call 000 when there is an imminent threat to the safety of a student in the first instance, and where necessary provide first aid. In all other situations, Ipswich North State School staff follow suicide intervention and prevention advice by ensuring:

- the student is not left alone
- their safety and the safety of other students and staff is maintained
- students receive appropriate support immediately
- parents are advised
- all actions are documented and reported.

Suicide postvention

In the case of a suicide of a student that has not occurred on school grounds, Ipswich North State School enacts a postvention response, by communicating with the family of the student and ensuring immediate support is provided to students and staff who may be affected.

Where a suicide has occurred on school grounds or at a school event, Ipswich North State School staff immediately enact the School Emergency Management Plan and communicate with the family of the student and ensure immediate support is provided to students and staff who may be affected.

Student Support Team

Ipswich North State School is proud to have a comprehensive Student Support Team (SST) in place to help the academic, social, emotional, behavioural and physical wellbeing of every student. In addition to the assistance provided by class teachers, we have a team of professionals whose dedicated roles are to help ensure our school is an inclusive, nurturing environment.

Students can approach any trusted school staff member at Ipswich North State School to seek assistance or advice. If they are unable to assist they will provide guidance and help ensure the student is connected to the appropriate representative of the Student Support Team (SST).

Parents who would like more information about the student support roles and responsibilities are invited to contact the school office, who will direct you to the appropriate contact person.

| Role | What they do |
|--|--|
| Head of Special Education Services (HoSES) | <ul style="list-style-type: none"> • Support of students with additional requirements. • Working with Inclusion Teachers and Classroom Teachers to create personalised learning plans (PLP's) and Individual Curriculum Plans (ICP's). • Leadership and oversees the National Consistent Collection of Data (NCCD) records to ensure accuracy for school funding purposes. • Leadership of schoolwide Multi-Tiered Systems of Support (MTSS). • Monitors attendance and behaviour to identify areas of additional need. • Provide targeted intervention to support student social development i.e. specific social skill programs – ZOR. • Develop and support the implementation of individualised student plans, including Educational Support Plans, Safety Plans and Individual Behaviour Management Plans. • Collaborate as a member of the support team to determine the needs of students. • Parent engagement in the support of complex student cases • Refer students to and liaise with external agencies re student support. • Management of complex cases. • Complete Functional Behaviour Assessments (FBA's) as required. • Lead Positive Behaviour for Learning (PBL) team and work around the school. • Lead Inclusion Team and meetings (fortnightly). • Develop and manage Inclusion and PBL budgets. • Communicating to the wider community Inclusion and PBL focuses (fortnightly newsletter, social media updates). • Communicating to School Staff the Inclusion and PBL important information (weekly – week ahead). • Review and analyse Inclusion and PBL data. |
| Guidance Officer | <ul style="list-style-type: none"> • Collaborate as a member of the support team to determine the needs of students. • Lead weekly SST meeting. • Provide psychoeducational assessments of students (as required and determined by SST). • Assist with differentiation for all students through collaboration with teachers regarding the identification of the most appropriate strategies (based on assessment data). • Refer students to and liaise with external agencies regarding student support. • Parent engagement in the support of complex student cases. • Provide advice for staff and parents as required on educational, behavioural, vocational, personal, social, family and mental health and wellbeing issues. • Provide support in responding to complex cases including student protection matters, critical incidents, mental health issues. • Conduct activities such as student observation in order to determine the nature of student learning difficulties, disability, developmental levels or psychological and emotional status in order to make recommendations for educational adjustments and interventions. |

| | |
|--|--|
| <p>Speech Language Pathologist (SLP)</p> | <ul style="list-style-type: none"> • Collaborate as a member of the support team to determine the educational needs of students with speech language and communication needs. • Liaise with other key members of the SST. • Collaborate with teachers and teacher aides to develop and deliver programs. • Collaborate with the education team to adjust the curriculum and use teaching strategies to support the student's communication. • Consult with and provide resources to school staff, parents and the school community and liaise with other agencies. • Provide therapy as required- individual and small group • Conduct assessments as required: <ul style="list-style-type: none"> ○ Speech Language screening ○ Formal speech & language assessments • Speech Language intervention and support. • Staff capability development in teaching students with speech and language difficulties (including Developmental Language Disorder). |
| <p>Social Worker</p> | <ul style="list-style-type: none"> • Mental health and wellbeing intervention and support. • Coordination of family support through liaison with outside agencies. • Receive referrals from the SST. • Liaise with other key members of the SST. • Help the education team to adjust the curriculum and use strategies to support the student's mental health needs. • Staff capability development in ways they can support students. • Consult with and provide resources to school staff, parents and the school community. • Psychosocial assessments identifying barriers (at a personal, family, social or school level) to learning and engagement; risk assessments; students and family counselling; advocacy; education and resourcing, consultation; referrals; crisis interventions. • Co-ordination of supports for student with multiple and complex needs including liaison with Principal, Head of Special Education Services (HoSES), Guidance Officer and/or external organisations. • Advocacy on behalf of students and their families to outside organisations. |
| <p>Inclusion Teachers</p> | <ul style="list-style-type: none"> • Participate in weekly Student Support Team Meetings (led by Guidance Officer). • Work as a member of the support team to determine the needs of all students. • Liaise with other key members of the SST. • Inclusive Learning for all students with additional needs (including learning, disability, social, emotional, behavioural, EAL/D). • Differentiated adjustments for NCCD and EAL/D students. • Professional Development for Teachers and Teacher Aides to support reasonable adjustments for curriculum access. • Support class teachers (Case Managers) in developing and implementing ICPs and PLPs. • Supporting the assessment and monitoring of all students. • Co-planning and co-teaching to support inclusion of all students. • Implementation of intensive teaching programs to support student learning. • Collaborating with teachers to support newly arrived students, following school flowchart and including assessment and completion of Bandscales. • Collaborating with teachers to understand EAL/D student language capability, level of student need, tracking and reporting against Bandscales. • Run social skills programs for small groups – ZOR. |
| <p>School Chaplain</p> | <ul style="list-style-type: none"> • Identify with school staff (as referred by the school leadership team and/or teaching staff) students requiring extra emotional and social support. • Support students in classes and provide mentoring to referred students on a regular basis. • Attend a P&C committee meeting once per term to report on chaplaincy program and support needed. • Chappy week activities (annually in May). • Attend excursions as needed (approval through Leadership Team). • Assist at daily breakfast club with food preparation and service. • Facilitate food hampers program including delivery to families in need. • Contribute to the transition of new students into the school. • Connection with students during morning tea and lunch times in the playground. • Run a connection lunch time or friendship group for identified students. |

| | |
|---------------------------------------|---|
| Visiting School Nurse | <ul style="list-style-type: none"> • Works with school staff to build their competence and confidence to safely manage procedures and interventions required by students with specialised health needs. • Provides assessment, health management planning, training and ongoing support and supervision for students with specialised health needs. |
| Community Education Coordinator (CEC) | <ul style="list-style-type: none"> • Provides support and advice for students, staff and parents in order to enhance the educational experience for Indigenous and non-Indigenous students. |
| Family Support Coordinator (FSC) | <ul style="list-style-type: none"> • Achieve smooth transitions between home and school. • Actively manage student and family responses. • Student and parent engagement. • Collaborative support and policy Implementation. • Receive referrals from the SST. • Liaise with other key members of the SST. • Café Connect education for parents. |

It is also important for students and parents to understand there are regional and statewide support services also available to supplement the school network. These include Principal Advisor Student Protection, Mental Health Coach, Autism Coach, Inclusion Coach, Success Coach, Advisory Visiting Teachers and Senior Guidance Officers. For more information about these services and their roles, please speak with the Head of Special Education Services (HoSES), Emma Allwood.

Whole School Approach to Discipline

Ipswich North State School uses Positive Behaviour for Learning (PBL) as the multi-tiered system of support for discipline in the school. This is a whole-school approach, used in all classrooms and programs offered through the school, including sporting activities and excursions.

PBL is an evidence-based framework used to:

- analyse and improve student behaviour and learning outcomes
- ensure that only evidence-based practices are used correctly by teachers to support students
- continually support staff members to maintain consistent school and classroom improvement practices.

At Ipswich North State School we believe discipline is about more than a consequence. It is a word that reflects our belief that student behaviour is a part of the overall teaching and learning approach in our school. Our staff take responsibility for making their expectations clear, for providing supportive instruction about how to meet these expectations and strive to use behavioural incidents as opportunities to re-teach.

The development of the Ipswich North State School Student Code of Conduct is an opportunity to explain the PBL framework with parents and students, and gain their support to implement a consistent approach to teaching behaviour. The language and expectations of PBL can be used in any environment, including the home setting for students. Doing everything we can do to set students up for success is a shared goal of every parent and school staff member.

Any students or parents who have questions or would like to discuss the Student Code of Conduct or PBL are encouraged to speak with the class teacher or make an appointment to meet with the principal.

PBL Expectations

Our staff are committed to delivering a high quality of education for every student, and believe all adults in the school, whether visiting or working, should meet the same five Positive Behaviour for Learning (PBL) expectations in place for students, being Respect, Ownership, Co-operation, Kindness and Safety (ROCKS).

Students

Below are examples of what these PBL expectations look like for students across the school. In addition, each classroom will have their own set of examples to help students and visitors understand the expectations and meet the standards we hold for everyone at Ipswich North State School.

Respect – You, me and property.

- Track the speaker.
- Follow teacher instructions.
- Be active in my learning.
- Use resources and property appropriately.

Ownership – I own my actions and my learning.

- Be prepared for class.
- Learn from your mistakes.
- Be honest.
- Ask for help when you need it.
- Accept consequences.

Co-operation – Together we rock!

- I share with others.
- Work as a team.
- Respect others space and belongings.
- Encourage fellow students to do their best.

Kindness – A super way to be and act!

- Use polite and positive language.
- Treat others fairly.
- Be a good friend.
- Include others in our games.

Safety – Right place, right time, right thing.

- I keep my hands and feet to myself.
- Right place, right time, doing the right thing.
- Wear my uniform including a hat.
- Follow playground rules.

Parents and staff

The table below explains the PBL expectations for parents when visiting our school and the standards we commit to as staff.

Respect

| <i>What we expect to see from you</i> | <i>What you can expect from us</i> |
|---|---|
| You make an appointment to speak with the class teacher or principal to discuss any matters relating to your child. | We will respond within 24-48hours to your request for an appointment and negotiate a mutually agreeable date and time with you. |
| You are respectful in your conversations at home about school staff. | We will ensure positive behaviours are role modelled for all students. |
| You leave and collect your child from the designated area at school. | We will give clear guidance about a designated area for parents to leave and collect students. |
| You respect the obligation of staff to maintain student and family privacy. | We will maintain confidentiality about information relating to your child and family. |

Ownership

| <i>What we expect to see from you</i> | <i>What you can expect from us</i> |
|--|--|
| You support your child to meet the learning and behavioural expectations at school. | We are clear about our learning and behavioural expectations, and contact you to provide regular feedback about your child's progress. |
| You stay informed about school news and activities by reading the school newsletter and other materials sent home by school staff. | We will use the electronic newsletter as the primary means of notifying parents about school news, excursions or events. |
| You approach the class teacher or principal if you are concerned about the behaviour of a staff member, another student or parent. | We will work with every family to quickly address any complaints or concerns about the behaviour of staff, students or other parents. |

Co-operation

| <i>What we expect to see from you</i> | <i>What you can expect from us</i> |
|---|---|
| You share relevant information about your child's learning, social and behavioural needs with school staff. | We will share relevant information with you about your child's learning, social and behavioural progress at school. |
| You take a positive, solution-focused approach to resolving complaints. | We will nominate a contact person for you to work with to resolve a school related complaint. |
| You respect school, student and staff privacy in your online communications. | We will act quickly to address social media issues that affect staff, students or families. |

Kindness

| <i>What we expect to see from you</i> | <i>What you can expect from us</i> |
|---|---|
| You seek out opportunities to model and reinforce ROCKS behaviours at all times. | We will share the fortnightly ROCKS expectations to parents and the community. |
| You help your child to see the strengths and benefits in diversity and difference in their classmates. | We will promote every child's individuality and build a cohesive, inclusive classroom and school culture. |
| You notice when others need help, including parents, staff and students, and ask if there is anything you can do to assist. | We will check in with you about your child's needs or any support your family may require. |

Safety

| <i>What we expect to see from you</i> | <i>What you can expect from us</i> |
|--|--|
| You will model road safe behaviours around the school grounds. | We will reinforce and model road safe behaviours at school. |
| You will escort your child to the school office if your child is late or collecting your child early. | We will ensure your child is safe and in the right place at the right time. |
| You will sign in at the office when volunteering at school. | We are following workplace health and safety procedures to keep you safe. |
| You ensure your children attend school every day and notify the school promptly of any absences or changes in contact details. | We will create a safe, supportive and inclusive environment for every student. |

Consideration of Individual Circumstances

Staff at Ipswich North State School take into account students' individual circumstances, such as their behaviour history, disability, mental health and wellbeing, religious and cultural considerations, home environment and care arrangements when teaching expectations, responding to inappropriate behaviour or applying a disciplinary consequence.

In considering the individual circumstances of each student, we recognise that the way we teach, the support we provide and the way we respond to students will differ. This reflects the principle of equity, where every student is given the support they need to be successful. This also means that not everyone will be treated the same, because treating everyone the same is not fair. For example, some students need additional support to interpret or understand an expectation. Others may benefit from more opportunities to practise a required skill or behaviour. For a small number of students, the use of certain disciplinary consequences may be considered inappropriate or ineffective due to complex trauma or family circumstances. These are all matters that our teachers and principal consider with each individual student in both the instruction of behaviour and the response to behaviour.

Our teachers are also obliged by law to respect and protect the privacy of individual students. While we understand the interest of other students, staff and parents to know what consequence another student might have received, we will not disclose or discuss this information with anyone but the student's family. This applies even if the behavioural incident, such as bullying, involves your child. You can be assured that school staff take all matters, such as bullying, very seriously and will address them appropriately. We expect that parents and students will respect the privacy of other students and families.

If you have concerns about the behaviour of another student at the school, or the way our staff have responded to their behaviour, please make an appointment with the principal to discuss the matter.

Legislative Delegations

Legislation

In this section of the Exemplar State College Student Code of Conduct are links to legislation which influences form and content of Queensland state school discipline procedures.

- [Anti-Discrimination Act 1991 \(Qld\)](#)
- [Child Protection Act 1999 \(Qld\)](#)
- [Disability Discrimination Act 1992 \(Cwth\)](#)
- [Commonwealth Disability Standards for Education 2005 \(Cwth\)](#)
- [Criminal Code Act 1899 \(Qld\)](#)
- [Education \(General Provisions\) Act 2006 \(Qld\)](#)
- [Education \(General Provisions\) Regulation 2017 \(Qld\)](#)
- [Human Rights Act 2019 \(Qld\)](#)
- [Information Privacy Act 2009 \(Qld\)](#)
- [Judicial Review Act 1991 \(Qld\)](#)
- [Right to Information Act 2009 \(Qld\)](#)
- [Police Powers and Responsibilities Act 2000 \(Qld\)](#)
- [Workplace Health and Safety Act 2011 \(Qld\)](#)
- [Workplace Health and Safety Regulations 2011 \(Cwth\)](#)

Delegations

Under the Education (General Provisions) Act 2006, state school principals are responsible for “controlling and regulating student discipline in the school”.

Principals are afforded a number of **non-delegable powers** to assist them to meet this obligation, including the authority to suspend, exclude or cancel the enrolment of a student at the school. These decision-making responsibilities cannot be delegated to other staff in the school, such as deputy principals.

The details of these responsibilities are outlined in the legislative instruments of delegation and instruments of authorisation provided below:

- [Education \(General Provisions\) Act 2006 Director-General's delegations](#)
- [Education \(General Provisions\) Act 2006 Minister's delegations](#)
- [Education \(General Provisions\) Act 2006 Director-General's authorisations](#)
- [Education \(General Provisions\) Regulation 2006 Minister's delegations](#)
- [Education \(General Provisions\) Regulation 2017 Director-General's delegations](#)

Disciplinary Consequences

The disciplinary consequences model used at Ipswich North State School follows the same differentiated approach used in the proactive teaching and support of student behavioural expectations.

The majority of students will be confident and capable of meeting established expectations that are clear, explicitly taught and practised. In-class corrective feedback, sanctions and rule reminders may be used by teachers to respond to low-level or minor problem behaviours.

Some students will need additional support, time and opportunities to practise expected behaviours. Approximately 15% of the student population may experience difficulty with meeting the stated expectations, and even with focussed teaching, in-class corrective feedback, sanctions and rule reminders continue to display low-level problem behaviour. A continued pattern of low-level behaviour can interfere with teaching and learning for the whole class, and a decision may be needed by the class teacher to refer the student to the school administration team immediately for determination of a disciplinary consequence.

For a small number of students, approximately 2-5%, a high level of differentiated support or intensive teaching is required to enable them to meet the behavioural expectations. This may be needed throughout the school year on a continuous basis. The determination of the need will be made by the principal in consultation with staff and other relevant stakeholders. On occasion the behaviour of a student may be so serious, such as causing harm to other students or to staff, that the principal may determine that an out of school suspension or exclusion is necessary as a consequence for the student's behaviour. Usually this course of action is only taken when the behaviour is either so serious as to warrant immediate removal of the student for the safety of others, or no other alternative discipline strategy is considered sufficient to deal with the problem behaviour.

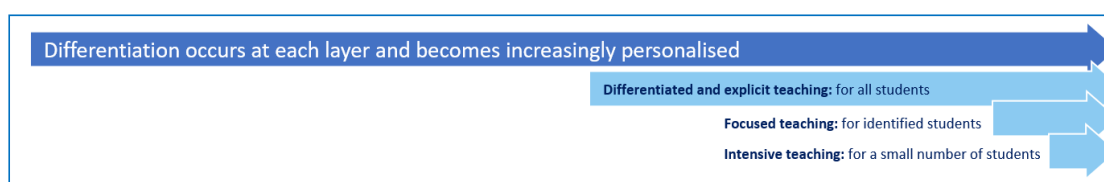
The differentiated responses to problem behaviour can be organised into three tiers, with increasing intensity of support and consequences to address behaviour that endangers others or causes major, ongoing interference with class or school operations.

Differentiated and Explicit Teaching

Ipswich North State School is a disciplined school environment that provides differentiated teaching to respond to the learning needs of all students. This involves teaching expected behaviours and providing opportunities for students to practise these behaviours. Teachers reinforce expected behaviours, provide feedback and correction, and opportunities for practise.












Teachers at Ipswich North State School vary what students are taught, how they are taught and how students can demonstrate what they know as part of this differentiated approach to behaviour. These decisions about differentiation are made in response to data and day-to-day monitoring that indicates the behavioural learning needs of students. This enables our teachers to purposefully plan a variety of ways to engage students; assist them to achieve the expected learning; and to demonstrate their learning.

There are three main layers to differentiation, as illustrated in the diagram below. This model is the same used for academic and pedagogical differentiation.



These three layers map directly to the tiered approach discussed earlier in the Learning and Behaviour section. For example, in the PBL framework, Tier 1 is differentiated and explicit teaching for all students, Tier 2 is focussed teaching for identified students and Tier 3 is intensive teaching for a small number of students. Each layer provides progressively more personalised supports for students.

Every classroom in our school uses the PBL Expectations Matrix, illustrated below, as a basis for developing their behaviour standards. Using this matrix, the class teacher works with all students to explain exactly what each of the expectations look, sound and feel like in their classroom. The completed matrix is on display in every classroom, used as the basis of teaching expectations throughout the year and revisited regularly to address any new or emerging issues.

| | | Whole School | Learning Areas | Buildings, Hallways and Stairs | Outside Areas | Parade/Off Campus | Toilets |
|---|--------------------|---|---|---|---|---|---|
| I will follow all staff instructions | | | | | | | |
|  | Respect | <ul style="list-style-type: none"> I use polite and positive language I am welcoming to visitors I am on time and in the right place I use resources wisely, without waste | <ul style="list-style-type: none"> I listen when others speak I allow others to work without interruption I leave belongings in the right place I will arrive to class on time and ready to learn | <ul style="list-style-type: none"> I move quietly I walk at all times I move aside to allow adults to pass | <ul style="list-style-type: none"> I leave wildlife alone I put rubbish in the bin I remain seated to eat I will ask to leave the eating area. I line up quietly | <ul style="list-style-type: none"> I am a good audience member | <ul style="list-style-type: none"> I allow others to have privacy |
|  | Ownership | <ul style="list-style-type: none"> I try my best I am honest I report concerns to an adult I own my actions and accept consequences of my actions I am organised I play games that are appropriate for school | <ul style="list-style-type: none"> I ask for help if I need it |  | <ul style="list-style-type: none"> I report lost and broken equipment |  | <ul style="list-style-type: none"> I will go to the toilet or get a drink in my own time |
|  | Cooperation | <ul style="list-style-type: none"> I encourage and support others I leave the area clean and tidy I take turns and share I get along with others |  | <ul style="list-style-type: none"> I walk from place to place in an orderly manner | | |  |
|  | Kindness | <ul style="list-style-type: none"> I treat others as I wish to be treated I help others I am a good friend I speak kindly about others I use a friendly voice | | | <ul style="list-style-type: none"> I allow others to play games without interruption |  | |
|  | Safety | <ul style="list-style-type: none"> I keep my hands and feet to myself I wear my uniform including a hat when needed I ask permission to leave the room I am only in a classroom or in the playground when an adult is present |  | | <ul style="list-style-type: none"> I tell a teacher if any equipment goes into an out of bounds area I eat my own food I follow before school routines I follow the rules of each play area | <ul style="list-style-type: none"> I follow excursion routines I follow road safety, bike safety and bus travel rules | <ul style="list-style-type: none"> I take a buddy during class time. I wash my hands after using the toilet I know toilets are not a place for food, drinks or playing |

Focused Teaching

Approximately 15% of all students in any school or classroom may require additional support to meet behaviour expectations, even after being provided with differentiated and explicit teaching. These students may have difficulty meeting behavioural expectations in a particular period of the day or as part of a learning area/subject, and focused teaching is provided to help them achieve success.

Focused teaching involves revisiting key behavioural concepts and/or skills and using explicit and structured teaching strategies in particular aspects of a behaviour skill. Focused teaching provides students with more opportunities to practise skills and multiple opportunities to achieve the intended learning and expected behaviour.

Support staff, including teachers with specialist expertise in learning, language or development, work collaboratively with class teachers at Ipswich North State School to provide focused teaching. Focused teaching is aligned to the PBL Expectations Matrix, and student progress is monitored by the classroom teacher/s to identify those who:

- no longer require the additional support
- require ongoing focussed teaching
- require intensive teaching.

Ipswich North State School has an Inclusion Team consisting of a Head of Special Education Services (HoSES), four Inclusion Teachers and a designated Regulation Room in place to help arrange and deliver focused teaching to students who need more support to meet expectations. In addition, the school invests in the following evidence-informed programs to address specific skill development for some students:

- Zones of Regulation.
- Doug Fisher – Belonging in Schools.
- Functional Based Assessment.
- Rock and Water.

For more information about these programs, please speak with the Head of Special Education Services (HoSES), Emma Allwood.

Intensive Teaching

Research evidence shows that even in an effective, well-functioning school there will always be approximately 5% of the student population who require intensive teaching to achieve behavioural expectations. Intensive teaching involves frequent and explicit instruction, with individuals or in small groups, to develop mastery of basic behavioural concepts, skills and knowledge.

Some students may require intensive teaching for a short period, for particular behaviour skills. Other students may require intensive teaching for a more prolonged period. Decisions about the approach will be made based on data collected from their teacher or teachers, and following consultation with the student's family.

For a small number of students who continue to display behaviours that are deemed complex and challenging, then individualised, function-based behaviour assessment and support plans and multi-agency collaboration may be provided to support the student. This approach will seek to address the acute impact of barriers to learning and participation faced by students who are negotiating a number of complex personal issues.

Students who are identified through Multi-tiered Systems of Support (MTSS) meetings, that require intensive teaching will be discussed so that their program meets the supports required. This will be communicated with stakeholders and directly communicated with the student.

School Disciplinary Absences (SDA)

A School Disciplinary Absence (SDA) is an enforced period of absence from attending a Queensland state school, applied by the Principal as a consequence to address poor student behaviour. There are four types of SDA:

- Short suspension (1 to 10 school days)
- Long suspension (11 to 20 school days)
- Charge-related suspension
- Exclusion (period of not more than one year or permanently).

At Ipswich North State School, the use of any SDA is considered a very serious decision. It is typically only used by the Principal when other options have been exhausted or the student's behaviour is so dangerous that continued attendance at the school is considered a risk to the safety or wellbeing of the school community.

Parents and students may appeal a long suspension, charge-related suspension or exclusion decision. A review will be conducted by the Director-General or their delegate, and a decision made within 40 school days to confirm, amend/vary or set aside the original SDA decision by the Principal.

The appeal process is a thorough review of all documentation associated with the SDA decision and provides an opportunity for both the school and the family to present their case in the matter. Time is afforded for collection, dissemination and response to the materials by both the school and the family. It is important that the purpose of the appeal is understood so that expectations are clear, and appropriate supports are in place to ensure students can continue to access their education while completing their SDA.

Re-entry following suspension

Students who are suspended from Ipswich North State School may be invited to attend a re-entry meeting on the day of their scheduled return to school. The main purpose of this meeting is to welcome the student, with their parent/s, back to the school. It is **not a time** to review the student's behaviour or the decision to suspend, the student has already received a consequence through their disciplinary absence from school. The aim of the re-entry meeting is for school staff to set the student up for future success and strengthen home-school communication.

It is not mandatory for the student or their parents to attend a re-entry meeting. It may be strongly encouraged as a support for the student to assist in their successful re-engagement in school following suspension.

Arrangements

The invitation to attend the re-entry meeting will be communicated via telephone and in writing, usually via email. Re-entry meetings are short, taking less than 10 minutes, and kept small with only the Principal or their delegate attending with the student and their parent/s.

A record of the meeting is saved in OneSchool, under the Contact tab, including any notes or discussions occurring during the meeting.

Structure

The structure of the re-meeting should follow a set agenda, shared in advance with the student and their family. If additional items are raised for discussion, a separate arrangement should be made to meet with the parent/s at a later date and time. This meeting should be narrowly focussed on making the student and their family feel welcome back into the school community.

Possible agenda:

- Welcome back to school
- Check in on student wellbeing
- Discuss any recent changes to school routine or staffing
- Offer information about supports available (e.g. guidance officer)
- Set a date for follow-up
- Thank student and parent/s for attending
- Walk with student to classroom

Reasonable adjustments

In planning the re-entry meeting, school staff will consider reasonable adjustments needed to support the attendance and engagement of the student. This includes selecting an appropriate and accessible meeting space, organising translation or interpretation services or supports (e.g. AUSLAN), provision of written and/or pictorial information and other relevant accommodations. The inclusion of support staff, such as guidance officers, Inclusion Teachers or Community Education Counsellors, may also offer important advice to ensure a successful outcome to the re-entry meeting.

School Policies

Ipswich North State School has tailored school discipline policies designed to ensure students, staff and visitors work cooperatively to create and maintain a supportive and safe learning environment. Please ensure that you familiarise yourself with the responsibilities for students, staff and visitors outlined in the following policies:

- Temporary removal of student property
- Use of mobile phones and other devices by students
- Preventing and responding to bullying
- Appropriate use of social media

Temporary removal of student property

The removal of any property in a student's possession may be necessary to promote the caring, safe and supportive learning environment of the school, to maintain and foster mutual respect between all state school staff and students. The **Temporary removal of student property by school staff procedure** outlines the processes, conditions and responsibilities for state school principals and school staff when temporarily removing student property.

In determining what constitutes a reasonable time to retain student property, the principal or state school staff will consider:

- the condition, nature or value of the property
- the circumstances in which the property was removed
- the safety of the student from whom the property was removed, other students or staff members
- good management, administration and control of the school.

The Principal or state school staff determine when the temporarily removed student property can be returned, unless the property has been handed to the Queensland Police Service.



The following items are explicitly prohibited at Ipswich North State School and will be removed if found in a student's possession:

- illegal items or weapons (e.g. guns, knives*, throwing stars, brass knuckles, chains)
- imitation guns or weapons
- potentially dangerous items (e.g. blades, rope)
- drugs** (including tobacco)
- alcohol
- aerosol deodorants or cans (including spray paint)
- explosives (e.g. fireworks, flares, sparklers)
- flammable solids or liquids (e.g. fire starters, mothballs, lighters)
- poisons (e.g. weed killer, insecticides)
- inappropriate or offensive material (e.g. racist literature, pornography, extremist propaganda).

* No knives of any type are allowed at school, including but not limited to flick knives, ballistic knives, sheath knives, push daggers, trench knives, butterfly knives, star knives, butter knives, fruit knives or craft knives, or any item that can be used as a weapon, for example a chisel. Knives needed for school activities will be provided by the school, and the use of them will be supervised by school staff. In circumstances where students are required to have their own knives or sharp tools for particular subjects or vocational courses, the school will provide information about the procedures for carrying and storing these items at school.

** The administration of medications to students by school staff is only considered when a prescribing health practitioner has determined that it is necessary or when there is no other alternative in relation to the treatment of a specific health need. Schools require medical authorisation to administer any medication to students (**including over-the-counter medications such as paracetamol or alternative medicines**).

Responsibilities

State school staff at Ipswich North State School:

- do not require the student's consent to search school property such as lockers, desks or laptops that are supplied to the student through the school;
- may seize a student's bag where there is suspicion that the student has a dangerous item (for example, a knife) in their school bag, prior to seeking consent to search from a parent or calling the police;
- consent from the student or parent is required to examine or otherwise deal with the temporarily removed student property. For example, staff who temporarily remove a mobile phone from a student are not authorised to unlock the phone or to read, copy or delete messages stored on the phone;
- there may, however, be emergency circumstances where it is necessary to search a student's property without the student's consent or the consent of the student's parents (e.g. to access an EpiPen for an anaphylactic emergency);
- consent from the student or parent is required to search the person of a student (e.g. pockets or shoes). If consent is not provided and a search is considered necessary, the police and the student's parents should be called to make such a determination.

Parents of students at Ipswich North State School:

- ensure your children do not bring property onto schools grounds or other settings used by the school (e.g. camp, sporting venues) that:
 - is prohibited according to the Ipswich North State School Student Code of Conduct
 - is illegal
 - puts the safety or wellbeing of others at risk
 - does not preserve a caring, safe, supportive or productive learning environment
 - does not maintain and foster mutual respect;
- collect temporarily removed student property as soon as possible after they have been notified by the Principal or state school staff that the property is available for collection.

Students of Ipswich North State School:

- do not bring property onto school grounds or other settings used by the school (e.g. camp, sporting venues) that:
 - is prohibited according to the Ipswich North State School Code of Conduct
 - is illegal
 - puts the safety or wellbeing of others at risk
 - does not preserve a caring, safe, supportive or productive learning environment
 - does not maintain and foster mutual respect;
- collect their property as soon as possible when advised by the Principal or state school staff it is available for collection.

Use of mobile phones and other devices by students

Digital literacy refers to the skills needed to live, learn and work in a society where communication and access to information is dominated by digital technologies like mobile phones. However, the benefits brought about through these diverse technologies can be easily overshadowed by deliberate misuse which harms others or disrupts learning.

In consultation with the broader school community, Ipswich North State School has determined that explicit teaching of responsible use of mobile phones and other devices is a critical component of digital literacy. The knowledge and confidence to navigate and use these technologies safely while developing digital literacy is a responsibility shared between parents, school staff and students.

It is also agreed that time and space should be provided at school where technology is not permitted, and students are encouraged to engage in other social learning and development activities.

Responsibilities

The responsibilities for students using mobile phones or other devices at school or during school activities, are outlined below.

It is **acceptable** for students at Ipswich North State School to:

- hand in mobile phones to school office on entry to school and collect from the school office at the end of the school day.
- use school iPADS and school laptops for:
 - assigned class work and assignments set by teachers
 - developing appropriate literacy, communication and information skills
 - authoring text, artwork, audio and visual material for publication on the intranet or internet for educational purposes as supervised and approved by the school
 - conducting general research for school activities and projects
 - communicating or collaborating with other students, teachers, parents or experts in relation to school work
 - accessing online references such as dictionaries, encyclopaedias, etc.
 - researching and learning through the department's eLearning environment
- be courteous, considerate and respectful of others when using technology at school.

It is **unacceptable** for students at Ipswich North State School to:

- use a mobile phone or other devices in an unlawful manner
- use a mobile phone in technology-free designated spaces or times
- download, distribute or publish offensive messages or pictures
- use obscene, inflammatory, racist, discriminatory or derogatory language
- use language and/or threats of violence that may amount to bullying and/or harassment, or even stalking
- insult, harass or attack others or use obscene or abusive language
- deliberately waste printing and internet resources
- damage computers, printers or network equipment
- commit plagiarism or violate copyright laws
- ignore teacher directions for the use of social media, online email and internet chat
- send chain letters or spam email (junk mail)
- knowingly download viruses or any other programs capable of breaching the department's network security

- use any form of digital cameras anywhere a camera would be considered inappropriate, such as in change rooms or toilets
- invade someone's privacy by recording personal conversations or daily activities and/or the further distribution (e.g. forwarding, texting, uploading, Bluetooth use etc.) of such material
- use a mobile phone (including those with Bluetooth functionality) to cheat during exams or assessments
- take into or use mobile devices at exams or during class assessment unless expressly permitted by school staff.

At all times students, while using ICT facilities and devices supplied by the school, will be required to act in line with the requirements of the Ipswich North State School Student Code of Conduct. In addition students and their parents should:

- understand the responsibility and behaviour requirements (as outlined by the school) that come with accessing the department's ICT network facilities
- ensure they have the skills to report and discontinue access to harmful information if presented via the internet or email
- be aware that:
 - access to ICT facilities and devices provides valuable learning experiences for students and supports the school's teaching and learning programs
 - the school is not responsible for safeguarding information stored by students on departmentally-owned student computers or mobile devices
 - schools may remotely access departmentally-owned student computers or mobile devices for management purposes
 - students who use a school's ICT facilities and devices in a manner that is not appropriate may be subject to disciplinary action by the school, which could include restricting network access
 - despite internal departmental controls to manage content on the internet, illegal, dangerous or offensive information may be accessed or accidentally displayed
 - teachers will always exercise their duty of care, but avoiding or reducing access to harmful information also requires responsible use by the student.

Preventing and responding to bullying

Ipswich North State School uses the [Australian Student Wellbeing Framework](#) to promote positive relationships and the wellbeing of all students, staff and visitors at the school.

Our staff know student learning is optimised when they feel connected to others and experience safe and trusting relationships. Students who feel secure are more likely to be active participants in their learning and to achieve better physical, emotional, social and educational outcomes. Teachers who feel valued and supported are more likely to engage positively with students and build stronger connections within the school community. Parents who are positively engaged with their child's education leads to improved student self-esteem, attendance and behaviour at school. Enhancing the wellbeing of students and their educators delivers overall long-term social, health and economic benefits to the Australian community.



1. Leadership

Principals and school leaders playing an active role in building a positive learning environment where the whole school community feels included, connected, safe and respected.

2. Inclusion

All members of the school community actively participating in building a welcoming school culture that values diversity, and fosters positive, respectful relationships.

3. Student voice

Students actively participate in their own learning and wellbeing, feel connected and use their social and emotional skills to be respectful, resilient and safe.

4. Partnerships

Families and communities collaborating as partners with the school to support student learning, safety and wellbeing.

5. Support

School staff, students and families sharing and cultivating an understanding of wellbeing and positive behaviour and how this supports effective teaching and learning.

A priority for Ipswich North State School staff is contributing to the implementation of strategies that enhance wellbeing, promote safety and counter violence, bullying and abuse in all online and physical spaces. The engagement of young people in the design of technology information and digital education programs for parents was a key recommendation from the [Queensland Anti-Cyberbullying Taskforce report](#) in 2018, and at Ipswich North State School we believe students should be at the forefront of advising staff, parents and the broader community about emerging issues and practical solutions suitable to different contexts.

Bullying

The agreed national definition for Australian schools describes bullying as

- ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm;
- involving an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening;
- happening in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records);
- having immediate, medium and long-term effects on those involved, including bystanders. Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.

Behaviours that do not constitute bullying include:

- mutual arguments and disagreements (where there is no power imbalance)
- not liking someone or a single act of social rejection
- one-off acts of meanness or spite
- isolated incidents of aggression, intimidation or violence.

However, these conflicts are still considered serious and need to be addressed and resolved. At Ipswich North State School our staff will work to quickly respond to any matters raised of this nature in collaboration with students and parents.

The following flowchart explains the actions Ipswich North State School teachers will take when they receive a report about student bullying, including bullying which may have occurred online or outside of the school setting. Please note that the indicative timeframes will vary depending on the professional judgment of teachers who receive the bullying complaint and their assessment of immediate risk to student/s.

Ipswich North State School - Bullying response flowchart for teachers

Please note these timelines may be adjusted depending on the unique circumstances and risk associated with each situation. This is at the professional judgment of the staff involved. Timeframes should be clearly discussed and agreed with student and family.

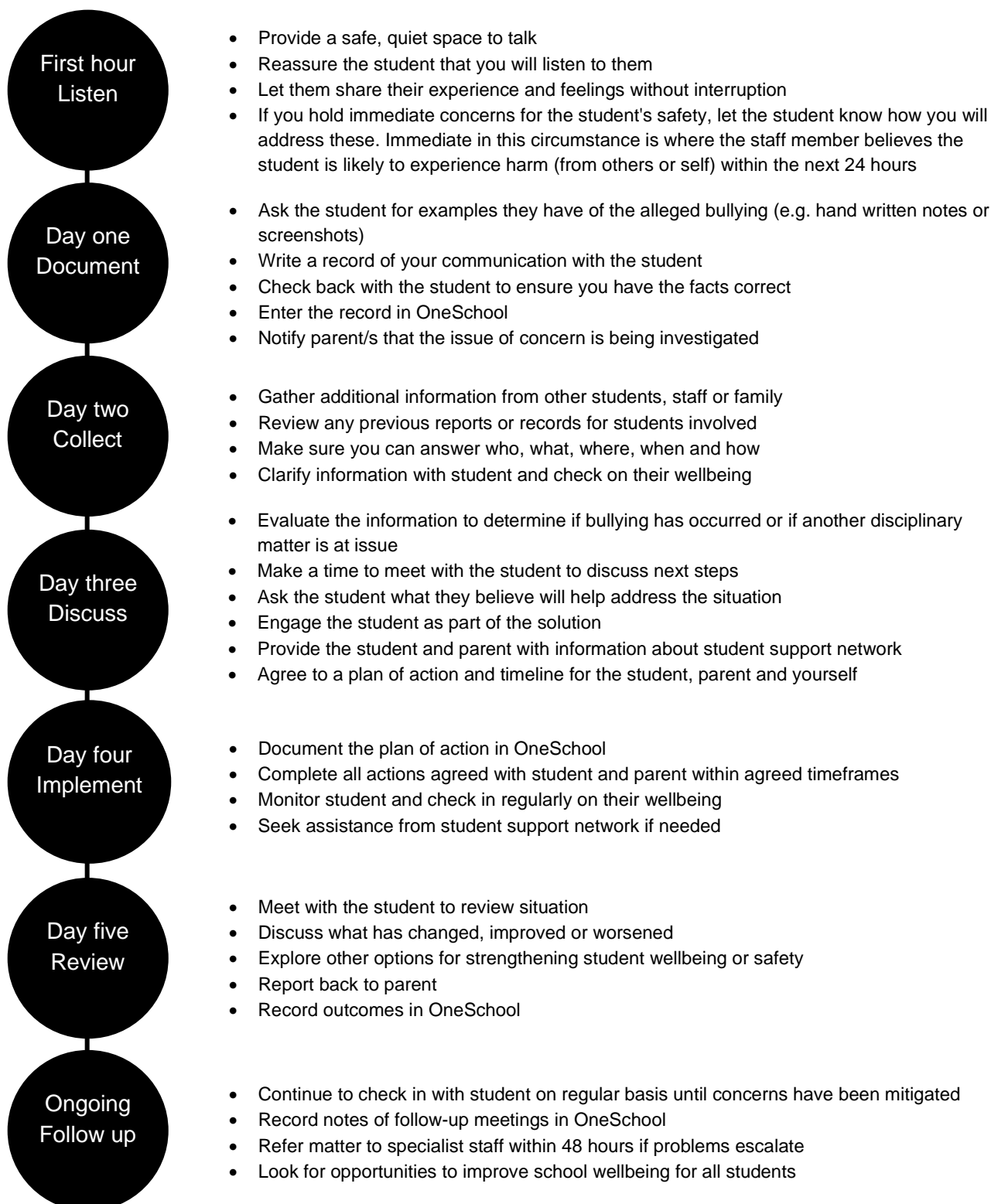
Key contacts for students and parents to report bullying:

Prep to Year 6 – Class teacher

Head of Special Education Services (HoSES) - Emma Allwood

Head of Department – Curriculum (HOD-C) – Jane Leishman

Principal – Tracy Freeman



Cyberbullying

Cyberbullying is treated at Ipswich North State School with the same level of seriousness as in-person bullying. The major difference with cyberbullying however, is that unlike in-person bullying, cyberbullying follows students into their community, their homes and their bedrooms, giving them no opportunity to escape the harassment or abuse during the evening, weekends or holidays.

In the first instance, students or parents who wish to make a report about cyberbullying should approach the regular class teacher (for students in primary year levels) or the form class teacher (for students in secondary year levels). There is also a dedicated senior leadership officer, Dean of Students Malcolm Smith, who can be approached directly by students, parents or staff for assistance in preventing and responding to cyberbullying.

It is important for students, parents and staff to know that state school principals have the authority to take disciplinary action to address student behaviours that occur outside of school hours or school grounds. This includes cyberbullying. Parents and students who have concerns about cyberbullying incidents occurring during school holidays should immediately seek assistance through the [Office of the e-Safety Commissioner](#) or the Queensland Police Service.

Students enrolled at Ipswich North State School may face in-school disciplinary action, such as detention or removing of privileges, or more serious consequences such as suspension or exclusion from school for engaging in behaviour that adversely affects, or is likely to adversely affect, other students or the good order and management of the school. This includes behaviour such as cyberbullying which occurs outside of school hours or settings, for example on the weekend or during school holidays. It also applies to inappropriate online behaviour of enrolled students that is directed towards other community members or students from other school sites.

Parents or other stakeholders who engage in inappropriate online behaviour towards students, staff or other parents may be referred to the Office of the e-Safety Commissioner and/or the Queensland Police Service. State school staff will be referred for investigation to the Integrity and Employee Relations team in the Department of Education. Any questions or concerns about the school process for managing or responding to cyberbullying should be directed to Principal, Tracy Freeman.

Ipswich North State School - Cyberbullying response flowchart for school staff

How to manage online incidents that impact your school

Student protection

If at any point the principal forms a reasonable suspicion that a student has been harmed or is at risk of harm, they have a responsibility to respond in accordance with the [Student protection procedure](#).

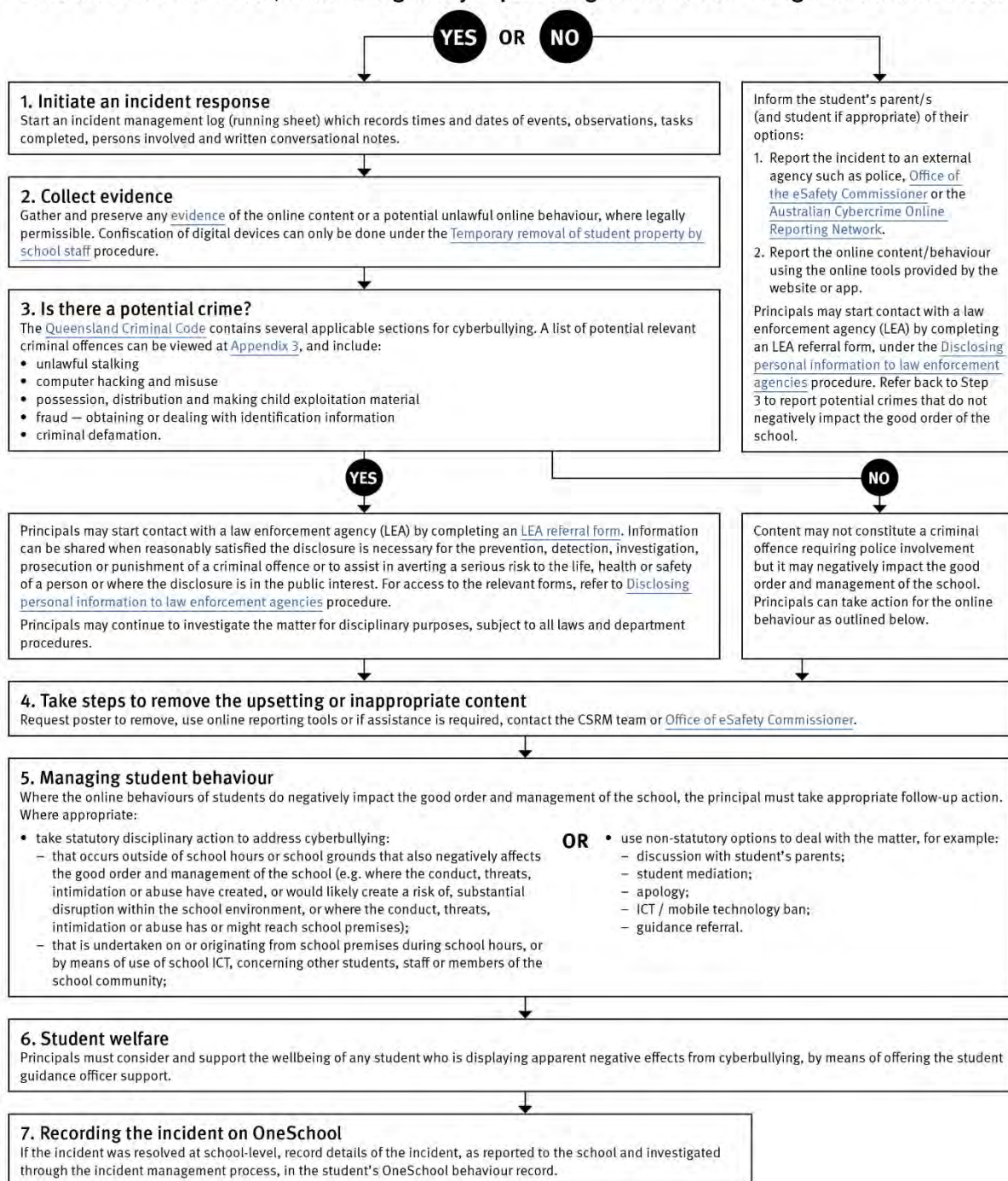
Explicit images

If the investigation involves naked or explicit images of children, staff should not save, copy, forward or otherwise deal with the content, as per the [Temporary removal of student property by school staff procedure](#). This includes onto OneSchool records. Refer to the investigative process outlined in 'Responding to incidents involving naked or explicit images of children' from the [Online Incident management guidelines](#).

Report

Refer to the [Online incident management guidelines](#) for more details, or if assistance is required, contact the Cybersafety and Reputation Management (CSRM) team on 3034 5035 or Cybersafety.ReputationManagement@qed.qld.gov.au.

Does the online behaviour/incident negatively impact the good order and management of the school?



Cybersafety and Reputation Management (CRM)

The Department of Education employs a dedicated team of experts to assist in maintaining the integrity of the department's reputation with regards to cybersafety and reputation management issues, effectively leading the development and implementation of departmental cybersafety processes.

This team provides **direct support for schools** to respond to concerns of inappropriate online behaviour and misuse of information and communication technology.

The team provides a [guide for parents](#) with important information about cybersafety and cyberbullying, and suggestions about what you can do if your child is a target or responsible for inappropriate online behaviour.

The team has also developed a [Cyberbullying and reputation management](#) (Department employees only) resource to assist principals in incident management.

Student Intervention and Support Services

Ipswich North State School recognises the need to provide intervention and support to all students involved in incidents of bullying, including cyberbullying.

Students who have been subject or witness to bullying have access to a range of internal support staff, as identified in the Student Support Network section earlier in this document. Students are, however, also encouraged to approach any staff member with whom they feel comfortable sharing their concerns, regardless of their role in the school. All staff at Ipswich North State School are familiar with the response expectations to reports of bullying, and will act quickly to ensure students' concerns are addressed. Depending on the nature of the reported bullying incident, a formal plan of action may be developed and documented to support the implementation of strategies to assist the student.

Students who engage in bullying behaviours towards others will also be provided with support to assist them to use more socially acceptable and appropriate behaviours in their interactions. This includes social skill building programs, referral to mental health services or involvement in a restorative justice strategy. School disciplinary measures may also be used to reinforce the seriousness with which the community takes all incidents of bullying. These measures may include internal school suspension, withdrawal from social events or celebrations or more severe consequences such as suspension or exclusion from school.

Ipswich North State School – Anti-Bullying Compact

The Anti-Bullying Compact provides a clear outline of the way our community at Ipswich North State School works together to establish a safe, supportive and disciplined school environment. This compact is provided to all students and their parents upon enrolment, and may be revisited with individual students if particular problems around bullying arise.

Ipswich North State School – Anti Bullying Compact

We agree to work together to improve the quality of relationships in our community at Ipswich North State School. It is through intentional consideration of our behaviour and communication that we can reduce the occurrence of bullying, and improve the quality of the schooling experience for everyone.

The agreed national definition for Australian schools describes bullying as

- ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm;
- involving an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening;
- happening in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records);
- having immediate, medium and long-term effects on those involved, including bystanders. Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.

We believe that no one deserves to be mistreated and that everyone regardless of race, colour, religion, immigration status, nationality, size, gender, popularity, athletic capability, academic outcomes, social ability, or intelligence has the right to feel safe, secure, and respected.

I agree to:

- Treat everyone with kindness and respect.
- Abide by the school's anti-bullying policies and procedures.
- Support individuals who have been bullied.
- Speak out against verbal, relational, physical bullying and cyber bullying.
- Notify a parent, teacher, or school administrator when bullying does occur.

Student's signature

Parent's signature

School representative signature

Date

Appropriate use of social media

The internet, mobile phones and social media provide wonderful opportunities for students to network and socialise online. While these technologies provide positive platforms for sharing ideas, they also have the potential to cause pain and suffering to individuals, groups or even whole communities.

It's important to remember that sometimes negative comments posted about the school community have a greater impact than expected. This guide offers some information about how to use social media in relation to comments or posts about the school community. Reputations of students, teachers, schools, principals and even parents can be permanently damaged — and in some cases, serious instances of inappropriate online behaviour are dealt with by police and the court system.

Being aware of a few simple strategies can help keep the use of social media positive and constructive:

- Before you post something online, ask yourself if the community or individual really need to know. Is it relevant, positive and helpful?
- Remember that what you post online is a direct reflection of who you are. People will potentially form lasting opinions of you based on what you post online.
- Be a good role model. If things get heated online consider logging out and taking a few moments to relax and think. Hasty, emotive responses could inflame situations unnecessarily.
- Be mindful when commenting, try to keep general and avoid posting anything that could identify individuals.
- A few years ago parents may have discussed concerns or issues with their friends at the school gate. Today with the use of social media, online discussions between you and your close friends can very quickly be shared with a much wider audience, potentially far larger than intended.
- Taking a few moments to think about the content you are about to post could save upset, embarrassment, and possible legal action.
- As a parent you have a role in supervising and regulating your child's online activities at home and its impact on the reputation and privacy of others. Parents are their child's first teachers — so they will learn online behaviours from you.

Is it appropriate to comment or post about schools, staff or students?

Parental and community feedback is important for schools and the department. If you have a compliment, complaint or enquiry about an issue at school, the best approach is to speak directly to the school about the matter, rather than discussing it in a public forum.

While many schools use social media to update parents of school notices, the department prefers that parents contact schools directly with a compliment, complaint or enquiry due to privacy considerations. Imagine if your doctor, accountant or banking institution tried to contact you to discuss important matters via Facebook.

If you have raised an issue with a school or know that another person has, consider refraining from discussing those details on social media, particularly the names of anyone involved.

Keep comments calm and polite, just as you would over the telephone or by email. If you encounter negative or derogatory content online which involves the school, hinders a child's learning and/or affects the school community at large, contact the school principal.

Possible civil or criminal ramifications of online commentary

A serious instance of inappropriate online behaviour may constitute a criminal offence and become a police matter. For example, online content may substantiate the offence of 'using a carriage service to menace, harass or cause offence' (*Criminal Code Act 1995* (Cwth) s. 474.17). School staff may contact their union or obtain personal legal advice if they feel that online content seriously impacts their reputation. Defamatory online content may give rise to litigation under the *Defamation Act 2005* (Qld).

What about other people's privacy?

If you upload photos of your children, be mindful of who might be in the background. You might be happy to share your child's successes with your friends and family via social media, but some parents

are not. If you are tagging or naming students, consider that other parents may not want their child's name attached to images online.

What if I encounter problem content?

Taking the following steps may help resolve the issue in a constructive way:

- refrain from responding
- take a screen capture or print a copy of the concerning online content
- if you consider problem content to be explicit, pornographic or exploitative of minors, you should keep a record of the URL of the page containing that content but NOT print or share it. The URL can be provided to the school principal, or police, as needed for escalation of serious concerns
- block the offending user
- report the content to the social media provider.

Restrictive Practices

School staff at Ipswich North State School need to respond to student behaviour that presents a risk of physical harm to the student themselves or others. It is anticipated that most instances of risky behaviour can be de-escalated and resolved quickly. On some rarer occasions, a student's behaviour may continue to escalate and staff need to engage immediately with positive and proactive strategies aimed at supporting the student to manage their emotional response and behaviour.

In some very rare situations, where there is immediate risk of physical harm to the student or other people, and when all other alternative strategies have failed to reduce the risk, it may be necessary for staff to use restrictive practices.

The use of restrictive practices will always be as a last resort, when there is no other available option for reducing immediate risk to the student, staff or other people. Restrictive practices are not used for punishment or as a disciplinary measure.

The department's **Restrictive practices procedure** is written with consideration for the protection of everyone's human rights, health, safety and welfare. There are six fundamental principles:

1. Regard to the human rights of those students
2. Safeguards students, staff and others from harm
3. Ensures transparency and accountability
4. Places importance on communication and consultation with parents and carers
5. Maximises the opportunity for positive outcomes, and
6. Aims to reduce or eliminate the use of restrictive practices.

Very rarely restrictive practices will be planned and staff will employ, when necessary, pre-arranged strategies and methods (of physical restraint/ mechanical restraint/ clinical holding) which are based upon behaviour risk assessment or clinical health need and are recorded in advance. The use of planned strategies will only be where there is foreseeable immediate risk consistent with the **Restrictive practices procedure**.

Seclusion will not be used as a planned response and will only be used in serious circumstances for managing an unforeseeable situation in an emergency. It will be used for the shortest time possible and in a safe area that presents no additional foreseeable risk to the student. In such emergencies, a staff member will observe the student at all times and seclusion will cease as soon as possible.

Following the use of any restrictive practice, a focused review will help staff to understand how they responded to the risk in any incident that involved the use of a restrictive practice. Staff will consider whether there are other options for managing a similar situation in the future. This strategy works well for reducing the use of restrictive practices.

All incidents of restrictive practices will be recorded and reported in line with departmental procedures.

Critical Incidents

It is important that all school staff have a consistent understanding of how to respond in emergencies involving student behaviour that seriously endangers the student or others. This consistency ensures that appropriate actions are taken to ensure that both students and staff are kept safe.

A critical incident is defined as an occurrence that is sudden, urgent, and usually unexpected, or an occasion requiring immediate action (e.g. in the community, on the road). The aim in these situations is to bring the behaviour of the student under rapid and safe control. It is not a time to try and to punish or discipline the student; it is a crisis management period only.

Staff should follow the documented plan for any student involved in regular critical incidents, which should be saved and available for staff to review in OneSchool.

For unexpected critical incidents, staff should use basic defusing techniques:

1. **Avoid escalating the problem behaviour:** Avoid shouting, cornering the student, moving into the student's space, touching or grabbing the student, sudden responses, sarcasm, becoming defensive, communicating anger and frustration through body language.
2. **Maintain calmness, respect and detachment:** Model the behaviour you want students to adopt, stay calm and controlled, use a serious measured tone, choose your language carefully, avoid humiliating the student, be matter of fact and avoid responding emotionally.
3. **Approach the student in a non-threatening manner:** Move slowly and deliberately toward the problem situation, speak privately to the student/s where possible, speak calmly and respectfully, minimise body language, keep a reasonable distance, establish eye level position, be brief, stay with the agenda, acknowledge cooperation, withdraw if the situation escalates.
4. **Follow through:** If the student starts displaying the appropriate behaviour briefly acknowledge their choice and re-direct other students' attention towards their usual work/activity. If the student continues with the problem behaviour, then remind them of the expected school behaviour and identify consequences of continued unacceptable behaviour.
5. **Debrief:** At an appropriate time when there is low risk of re-escalation, help the student to identify the sequence of events that led to the unacceptable behaviour, pinpoint decision moments during the sequence of events, evaluate decisions made, and identify acceptable decision options for future situations.

Related Procedures and Guidelines

These are related procedures or guidelines which school staff use to inform decisions and actions around matters associated with students wellbeing, behaviour and learning.

- Cancellation of enrolment
- Complex case management
- Customer complaints management policy and procedure
- Disclosing personal information to law enforcement agencies
- Enrolment in state primary, secondary and special schools
- Hostile people on school premises, wilful disturbance and trespass
- Inclusive education
- Police and Child Safety Officer interviews and searches with students
- Restrictive practices
- Refusal to enrol – Risk to safety or wellbeing
- Student discipline
- Student dress code
- Student protection
- Supporting students' mental health and wellbeing
- Temporary removal of student property by school staff
- Use of ICT systems
- Using mobile devices

Resources

- [Australian Professional Standards for Teachers](#)
- [Bullying. No Way!](#)
- [eheadspace](#)
- [Kids Helpline](#)
- [Office of the eSafety Commissioner](#)
- [Parent and community engagement framework](#)
- [Parentline](#)
- [Queensland Department of Education School Discipline](#)
- [Raising Children Network](#)
- [Student Wellbeing Hub](#)

Conclusion

Ipswich North State School staff are committed to ensuring every student is supported to feel safe, welcome and valued in our school. There may, however, be occasions where parents need to raise a concern or make a complaint about an issue you feel is adversely affecting their child's education.

All Queensland state schools are committed to ensuring that all complaints - whether they relate to a school staff member or a school's operations - are dealt with in a fair and equitable manner. As a parent or carer, you can express dissatisfaction with the service or action of the Department of Education or its staff, including decisions made or actions taken in a school and/or by the local regional office.

As a complainant, it is your responsibility to:

- give us a clear idea of the issue or concern and your desired solution
- provide all the relevant information when making the complaint
- understand that addressing a complaint can take time
- cooperate respectfully and understand that unreasonable, abusive, or disrespectful conduct will not be tolerated
- let us know if something changes, including if help is no longer needed.

The Department of Education may not proceed with your complaint if your conduct is unreasonable.

In most instances, staff members are told of complaints made about them and offered the right of reply. A complainant also has the right to have a support person throughout the process.

The following three-step approach assists parents and school staff in reaching an outcome that is in the best interests of the student:

- 1. Early resolution:** discuss your complaint with the school
The best place to raise any concerns is at the point where the problem or issue arose. You can make an appointment at the school to discuss your complaint with your child's teacher or the principal. You are also welcome to lodge your complaint in writing or over the phone. You can also make a complaint through [QGov](#).

Complaints may be lodged by telephone, writing or in electronic format. Email addresses can be accessed through the [schools directory](#).
- 2. Internal review:** [contact the local Regional Office](#)
If, after taking the early resolution step, you are dissatisfied with the outcome of your complaint or how the complaint was handled, you can ask the local [regional office](#) to conduct a review. You need to submit a [Request for internal review form](#) within 28 days of receiving the complaint outcome.
- 3. External review:** contact a review authority
if you are dissatisfied after the internal review, you may wish to contact a review authority, such as the Queensland Ombudsman, and request an independent, external review. More information about external review options is available at www.ombudsman.qld.gov.au.

Some matters need to be handled in a different way to school matters and will be referred to other areas in the department. These include:

- issues about harm, or risk of harm, to a student attending a state school, which must be managed in accordance with the [Student protection procedure](#)
- complaints about corrupt conduct, public interest disclosures; or certain decisions made under legislation, which will be dealt with as outlined in the [Complaints and grievances management policy](#).