



**PRAHRAN
HIGH
SCHOOL**

STUDENT WELLBEING AND ENGAGEMENT POLICY

PURPOSE

The purpose of this policy is to ensure that all students and members of our school community understand:

- (a) our commitment to providing a safe and supportive learning environment for students
- (b) expectations for positive student behaviour
- (c) support available to students and families
- (d) our school's policies and procedures for responding to inappropriate student behaviour.

Prahran High School is committed to providing a safe, secure and stimulating learning environment for all students. We understand that students reach their full potential only when they are happy, healthy and safe, and that a positive school culture, where student participation is encouraged and valued, helps to engage students and support them in their learning. Our school acknowledges that student wellbeing and student learning outcomes are closely linked.

The objective of this policy is to support our school to create and maintain a safe, supportive and inclusive school environment consistent with our school's values.

SCOPE

This policy applies to all school activities, including camps and excursions.

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1. School profile
2. School values, philosophy and vision
3. Wellbeing and engagement strategies
4. Identifying students in need of support
5. Student rights and responsibilities
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POLICY

1. School profile

Prahran High School is a purpose-built, co-educational, vertical campus in one of Melbourne's most creative and eclectic inner-city urban villages. Our school was built to accommodate 650 secondary students and is integrated into Prahran's thriving education and arts precinct. Spanning four levels that encircle a vast light-filled central atrium, our school is truly an innovative, unique and contemporary school campus. Our curriculum, approach to pedagogy and culture works in harmony with the design of the school building.

Our school is committed to working in harmony with our local community. We are a proud, diverse inner-city school and our students reflect the socio-economic and cultural diversity of this community. We see the diversity of our community as one of our great strengths and opportunities. While there is great diversity at Prahran High School, broadly, our overall socio-economic level is relatively high, meaning that more of our students come from homes where parents are professionally employed, and the level of social capital students bring with them to secondary school is also relatively high. However, it is important to note that this is an ever-changing aspect of this school community and the nature of our community is changing.

We are grateful to be part of this extraordinary community and are grateful for the ongoing support of our families. Families, rightly, have very high expectations of our school. They are invested in the development and success of our school and are committed to working with us.

This is Our Vision / Core Purpose: The purpose of Prahran High School is for all students to learn and to develop the intellectual rigour and character required to make a positive impact in their world.

That is Furthered by Our Mission: Our mission is to foster curiosity, creativity and empathy in the students in our care to develop young leaders of character and purpose who can confidently embrace life's challenges and make a positive impact in their world.

At all levels of our learning organisation, the concept of prioritising, valuing and measuring 'impact' helps shape and guide our work, and it became our school motto: Prahran High School: Make an Impact! Couched within this big idea of 'impact' is a core set of values that underpins all that we do together at our school. The school values that we developed are simple, but with scope for depth and complexity limited only by our imaginations.

Creativity - The ability to think creatively and critically will be a defining trait of tomorrow's successful young adults. We encourage creative, independent and original thinking in all aspects of our school curriculum, fostering an environment of active collaboration and exploration.

Curiosity - Curiosity is the doorway to exploration, understanding and the acquisition of knowledge and wisdom. We encourage our students to be lifetime learners and are inspired by what Albert Einstein said: "I have no special talent. I am only passionately curious."

Challenge - Today's students will learn to live, grow and work in the most challenging of times characterised by complexity, uncertainty and constant change. We will strive to strengthen resilience, resolve and intellectual rigor in our students so they will be up to the challenge.

Character - Character traits including empathy, compassion and self-awareness are essential to living a meaningful and purposeful life. At Prahran High School, we emphasise the development of sound and strong character alongside the achievement of academic excellence

2. School Values, Philosophy and Vision

Prahran High School is committed to providing a safe, supportive and inclusive environment for all students, staff and members of our community. Our school recognises the importance of the partnership between our school and parents and carers to support student learning, engagement and wellbeing. We share a commitment to, and a responsibility for, creating an inclusive and safe school environment for our students.

The programs and teaching at Prahran High School support and promote the principles and practice of Australian democracy, including a commitment to:

- elected government
- the rule of law
- equal rights for all before the law
- freedom of religion
- freedom of speech and association
- the values of openness and tolerance.

To celebrate and embed our Statement of Values and Philosophy in our school community, we

- plan to embed our school values into our curriculum design model
- display posters and banners that promote your values in our school
- celebrate our values in our school newsletter
- provide awards and recognition for students who actively demonstrate the values
- discuss our values with students in the classroom, meetings and assemblies.

Vision

The vision of Prahran High School is for all of our students to learn and to develop the intellectual rigour and character required to make a positive impact in their world.

Mission

Our mission is to foster curiosity, creativity and empathy in the students in our care in order to develop young leaders of character and purpose who can confidently embrace life's challenges and make a positive impact in their world.

Objectives

Prahran High School will identify the potential of young people and aims to create a learning community where children grow and prosper through:

- The provision of a high quality comprehensive education environment with learners and learning at the centre.
- A well-planned program focusing on individual student need and growth, delivered using diverse teaching strategies and comprising a guaranteed and viable curriculum.
- A safe and purposeful school environment.
- The active promotion of cooperative and supportive relationships between all members of the school community.

Values

Prahran High School's values are as follows:

Creativity

The ability to think creatively and critically will be a defining trait of tomorrow's successful young adults. We encourage creative, independent and original thinking in all aspects of our school curriculum, fostering an environment of active collaboration and exploration.

Curiosity

Curiosity is the doorway to exploration, understanding and the acquisition of knowledge and wisdom. We encourage our students to be lifetime learners and are inspired by what Albert Einstein once said: *"I have no special talent, I am only passionately curious."*

Challenge

Today's students will learn to live, grow and work in the most challenging of times characterized by complexity, uncertainty and constant change. We will strive to strengthen resilience, resolve and intellectual rigour in our students so they will be up for the challenge.

Character

Character traits including empathy, compassion and self-awareness are essential to living a meaningful and purposeful life. At PHS we emphasize the development of sound and strong character alongside the achievement of academic excellence.

Making an Impact

By challenging our students to be curious, creative, collaborative and courageous, we aim to develop the intellectual capacity, sense of purpose and strength of character required for them to make a positive impact in the world around them.

3. Wellbeing and Engagement Strategies

Prahran High School has developed a range of strategies to promote engagement, an inclusive and safe environment, positive behaviour, and respectful relationships for all students in our school. We recognise the importance of student friendships and peer support in helping children and students feel safe and less isolated. We acknowledge that some students may need extra social, emotional or educational support at school, and that the needs of students will change over time as they grow and learn.

A summary of the universal (whole of school), targeted (year group specific) and individual engagement strategies used by our school is included below:

Universal

- At Prahran High School, our Assistant Principals and Heads of Suib-School have overall responsibility for student wellbeing and engagement (7-9 and 10-12)
- At Prahran High School the Principal and both Assistant Principals understand and embrace their roles as leaders of people and each member contributes to the development of positive relationships and behaviours
- Supported by a dynamic team of other leaders, the Student Wellbeing and Engagement Team becomes the key team driver of this work in our school
- We prioritise positive, respectful relationships between staff and students, believing that this is fundamental
- We work to understand how to build, nurture and repair relationships and provide support in the form of a PHS Connecting Us relationships toolkit
- Using the principles of the School Wide Positive Behaviours Support (SWPBS) approach, Prahran High School collaboratively develops and implements a fair, consistent and respectful whole-school engagement and behaviour management approach
- We understand that a safe, respectful and orderly school climate is a fundamental precondition for all else to flourish
- We collect and analyse a wide range of relevant school data, such as attendance, student attitudes to school, parent opinion survey, staff opinion survey, NAPLAN achievement and school level assessment data
- We deliver a broad, deep curriculum which is supported by our unique PHS Model of Learning
- We continue to develop a proactive, restorative approach to student wellbeing and engagement which is underpinned by a rich evidence base
- We value the research of Positive Psychology, SWPBS and Unconditional Positive Regard as some of the supporting frameworks which underpin our work
- Our curriculum includes pro-social values and behaviour to enable students to acquire knowledge and skills, value diversity and build a culture of learning, community and engagement
- Our PHS values are framed more as learning dispositions and are incorporated into our curriculum and daily school life: **creativity, challenge, curiosity and character**
- Our school promotes genuine and meaningful opportunities for student participation in all aspects of the culture and leadership of their school, working to ensure that students have a true sense of ownership of their learning environment
- We actively support families to engage with their child's learning and build their capacity as active learners
- Prahran High School highly values student voice, agency and engagement as a key driver to improve student learning and wellbeing outcomes and facilitating school improvement and change
- We are committed to developing a culture where our students and staff co-create their school as we progress
- Prahran High School has clear processes in place to identify and respond to individual students who require additional assistance and support.
- We build strong links with the local community to gain access to an extended network of community members, professionals and educators who can provide expertise and experience that build the capacity

- of our school and our staff to respond to the needs of the students.
- Prahran High School is a Child Safe organisation and complies with its obligations under the Child Safe Standards
- Measures are in place to empower our school community to identify, report and address inappropriate and harmful behaviours such as racism, homophobia and other forms of discrimination or harassment.

Targeted

- We have Mentor Teachers assigned to each class and this person becomes a key relationship with their particular class of students and their families
- The Heads of School and Assistant Principals support the work of Mentor Teachers through capacity building, program and relationship support
- We have a vibrant approach to *Life@PHS* which is a range of Clubs and activities which take place after school and at lunchtimes
- We have multiple Homework Clubs which run after school and is supported by school staff and volunteer tutors
- Our school establishes social/emotional and educational support for vulnerable students and monitor and evaluate progress.
- PHS has a rich, diverse and highly qualified Student Wellbeing and Engagement Team who lead this work for our students and community have high-level Year Level Coordinators with responsibility for one year level of students each
- We have wide range of intensive wellbeing supports in place for students: Mental Health Practitioner, Youth Workers, Art Therapy and other targeted programs supported by community agencies
- All PSD, DIP, OOHC and Indigenous students are supported with the development of an Individual Education Plan
- Our school teaches the Respectful Relationships curriculum through the Healthy Body, Healthy Mind learning area
- Our EAL students are supported through our EAL program, and all cultural and linguistically diverse students are supported to feel safe and included in our school including through involvement in Cultural Day and specific leadership programs
- We provide a positive and respectful learning environment for our students who identify as LGBTIQ+ and follow the Department's policy on [LGBTIQ Student Support](#) and have a well-attended Rainbow Room
- All students in Out of Home Care are supported in accordance with the Department's policy on [Supporting Students in Out-of-Home Care](#) including being appointed a Learning Mentor, having an Individual Education Plan and a Student Support Group (SSG)
- Students with a disability are supported to be able to engage fully in their learning and school activities in accordance with the Department's policy on [Students with Disability](#), such as through reasonable adjustments to support access to learning programs, consultation with families and where required, student support groups and individual education plans
- Wellbeing and health staff will undertake health promotion and social skills development in response to needs identified by student wellbeing data, classroom teachers or other school staff each year
- Staff will apply a trauma-informed approach to working with students who have experienced trauma
- All students from Year 10 and above will be assisted to develop a Career Action Plan, with targeted goals and support to plan for their future
- Prahran High School assists students to plan their Year 10 work experience, supported by their Career Action Plan

Individual

Prahran High School implements a range of strategies that support and promote individual engagement. These include:

- We strive to develop and nurture kind, positive and constructive relationships with all students
- We are even more intentionally in our efforts to develop and nurture positive, supportive and constructive relationships with students at risk, students who are especially vulnerable and students who have complex individual learning, social and emotional needs
- We work from a belief in the power and fundamental importance of relationships, seeking to speak, meet and communicate regularly with families/carers to best support and engage students in school
- We hold regular, supportive Student Support Group meetings for students whom this structure is required. These meetings must be (at least) termly
- We proactively seek further assessments for students and funding support through the Disability Inclusion Profile
- Where required, we collaboratively develop Individual Education Plans, Behaviour Support Plan and Student Attendance Plans
- We consider if any environmental changes need to be made to better support students in their learning, for example changing Learning Space set-up
- We refer to internal school support services - Assistant Principal, Heads of Sub-School, Head of Inclusion, Mental Health Practitioner
- We refer individual students to:
 - school-based wellbeing supports
 - Student Support Services
 - Appropriate external supports such as council based youth and family services, other allied health professionals, headspace, child and adolescent mental health services or ChildFirst
 - Re-engagement programs such as Navigator
- We engage with our regional Koorie Engagement Support Officers

4. Identifying Students in Need of Support

Prahran High School is committed to providing the necessary support to ensure our students are supported intellectually, emotionally and socially. The Student Wellbeing and Engagement Team leads the development and implementation of strategies to help identify students in need of support and enhance student wellbeing. Prahran High School uses the following information and tools to identify students in need of extra emotional, social or educational support:

Our school uses the following information and tools identify students in need of extra support using the following strategies:

- Personal and learning information gathered upon enrolment, from children, teachers, families and allied staff
- Attendance rates
- Academic performance, particularly in literacy and numeracy assessments
- Behaviour observed by classroom teachers
- Behaviour observed by visiting teachers/allied professionals
- Deep engagement with families
- Screening assessments

5. Student Rights and Responsibilities

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

Students have the right to:

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

concerns Students have the responsibility

to:

- participate fully in their educational program
- ensure that their behaviour is safe for themselves and others at all times
- display positive behaviours that demonstrate respect for themselves, their peers, staff and members of the school community
- respect the right of others to learn

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

PRAHRAN HIGH SCHOOL STATEMENT OF RIGHTS AND RESPONSIBILITIES

It is the right of all members of the Prahran High School community to experience a safe and supportive learning and teaching environment. Staff, students and parents/ carers have a right to be treated with respect, and enjoy an environment free from bullying (including cyber bullying), harassment, violence, abuse, discrimination or intimidation.

Teachers also have the rights to be informed, within Privacy requirements, about matters relating to students that may impact on the teaching and learning for that student.

Students have a responsibility to contribute positively to the educational experience for themselves and other students, to participate fully in the school's educational program, and to ensure that their behaviours demonstrate respect for themselves, their peers, their teachers and all other members of the school community.

Parents/ carers have a responsibility to take an active interest in their child's educational progress, model and reinforce positive behaviours and ensure their child's regular attendance. They have a responsibility to support Prahran High School in maintaining a safe and respectful learning environment for all students, and engage in regular and constructive communication with school staff regarding their child's learning.

Teachers have a responsibility to demonstrate the standards set by the Victorian Institute of Teaching. That is, to know how students learn and how to teach them effectively, know the content they teach, know their students, plan and assess for effective learning, create and maintain safe and challenging learning environments, and use a range of strategies to engage students in effective learning. Teachers also have a

responsibility to fairly, reasonably and consistently implement the Student Engagement, Wellbeing and Relationships Policy.

All members have an obligation to ensure school property is appropriately used and maintained safely and carefully.

6. Student Behavioural Expectations

At Prahran High School all students are expected to:

- ✓ move and act safely at all times
- ✓ treat themselves, peers, school staff and community members with respect
- ✓ actively embrace and model the principles which underpin our PHS school values
- ✓ respect and value the rich diversity of our school community and the differences of others, seeking to celebrate our shared humanity
- ✓ attend school every day, arriving at each class on time and ready to learn

POSITIVELY MANAGING STUDENT BEHAVIOUR

At Prahran High School, as in life, we understand that our actions have consequences – be they positive or negative. It is a part of life and part of being a member of a community. The work of our school is to help young people understand this and make the very best choices possible to ensure the majority of their actions lead to positive outcomes. At PHS we do not believe that arbitrary punishment necessarily leads to behavioural improvement, and we seek to achieve this through empathy, meaningful follow-up and understanding, rather than a punitive culture. This work takes time, skill and understanding.

This work does also involve suitable consequences for inappropriate behaviour at times. Some examples follow and more detail is provided in the Guidelines for Positive and Consistent Behaviour Management documents.

- Clear, calm and consistent in-class, stepped system of behaviour management
- Students understand that there may be times when a 'Three Strikes' warning system may need to be used
- If a student's behaviour is repeatedly inappropriate, the teacher may ask the student to meet with a LT or AP or send for a LT or AP using a standard PHS note
- Withdrawal from class activities for a specified period so that a relationship restoration can occur. If this happens, families/carers will be informed of such withdrawals
- In-class actions by teachers such as asking students to move position or remain at the end of a session for a conversation
- Relationship repair conversations – facilitated by a third party where required; restorative justice principles will be used in all repair conversations
- Withdrawal of privileges
- Suspension (in-school and out of school)

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

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

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

The Principal of Prahran High School is responsible for ensuring all suspensions and expulsions are recorded on CASES21.

Corporal Punishment is prohibited in all Victorian schools. Corporal punishment must NOT be used at the School under any circumstances.

7. Engaging with Families

Prahran High School values the input of parents and carers, and we will strive to support families to engage in their child's learning and build their capacity as active learners. We aim to be partners in learning with parents and carers in our school community.

We work hard to create successful partnerships with parents and carers by:

- Regularly inviting parents and carers to contribute to school activities and school learning opportunities
- Actively invite families to share their expertise to support student learning at our school
- Involve families with school programs, homework and other curriculum-related activities where appropriate
- Actively involve families in school decision making
- Ensuring that all parents have access to our school policies and procedures, available on our school website
- Maintaining an open, respectful line of communication between parents and staff, supported by our Communicating with School Staff policy.
- Providing parent volunteer opportunities so that families can contribute to school activities
- Involving families with homework and other curriculum-related activities
- Involving families in school decision making
- Coordinating resources and services from the community for families
- Including families in Student Support Groups, and developing individual plans for students
- Maintain an open, respectful line of communication between parents and staff, supported by our school Communication Policy

8. Evaluation

Prahran High School will collect data each year to understand the frequency and types of engagement and wellbeing issues that are experienced by our students so that we can measure the success or otherwise of our school based strategies and identify emerging trends or needs.

Sources of data that will be assessed on an annual basis include:

- Student Attitudes to School Survey data
- Prahran High School specific student survey data
- Incident reports and data, collected in Compass
- School reports
- Parent opinion survey
- Case management
- CASES21
- SOCS

Prahran High School will also regularly monitor available data dashboards to ensure any wellbeing or engagement issues are acted upon in a timely manner and any intervention occurs as soon as possible.

COMMUNICATION

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

- Available publicly on our school's website
- Available on Compass School Documentation
- Included in staff induction processes
- Included as annual reference in school newsletter
- Made available in hard copy from school administration upon request
- Tabled at Council for annual input

Our school will also ensure it follows the mandatory parent/carer notification requirements with respect to suspensions and expulsions outlined in the Department's policies at:

- [Suspension process](#)
- [Expulsions - Decision](#)

FURTHER INFORMATION AND RESOURCES

The following Department of Education policies are relevant to this Student Engagement and Wellbeing Policy:

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

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

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

POLICY REVIEW AND APPROVAL

Policy last reviewed	May 2022
Consultation	Consultation with School Council, staff and students
Approved by	Principal
Next scheduled review date	Before May 2024



HELP FOR NON-ENGLISH SPEAKERS

If you need help to understand the information in this policy, please contact Prahran High School on 03 9113 1000 or pahran.hs@education.vic.gov.au.