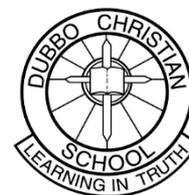


Dubbo Christian School Policy



STUDENT WELFARE

RANGS Reference	3.6.2
Date of Last Review	June 2018
Board approval required	No
Owner	Principal

1. INTRODUCTION

The emotional, physical and spiritual wellbeing of students at Dubbo Christian School is important in their success at school, whether in the classroom or in the playground. Healthy students are happy, settled, resilient, connected to school and others and are well placed to develop into well balanced adults who confidently know who they are with respect to biblical truth and are willing to take their place in the world based on a desire to seek and serve God and fulfill His purposes in their life. This document outlines policy statements about how the school will work with parents to provide programs, encouragement and support for students to meet their personal, social and learning needs, as outlined above. Clear school rules and behavior management strategies, well understood values, strategies to recognize achievement and excellent support structures for students combine to provide an environment where students can feel safe and valued and their welfare can be paramount.

2. CHRISTIAN RATIONALE

The purpose of Dubbo Christian School is to honour and glorify God by giving each child a Christ-centred education, as a complete person created by God in His image. Healthy students are happy and resilient; who can form good relationships with peers and others; and who are well-resourced to develop into leaders of godly character, and will blend academic achievement and biblical truth, to influence society for the glory of God.

The school recognises that the responsibility for a child's welfare is given to his or her parents by God; but that this task is shared by the community of faith, and the wider community. Dubbo Christian School considers the welfare of the children in its care as a sacred trust from God, through the parents who enrol their children.

In partnership with parents, every person who belongs to the community of Dubbo Christian School is encouraged to take responsibility for, and seek the well-being of, others: '...admonish the unruly, encourage the fainthearted, help the weak, be patient with everyone. See that no one repays another with evil for evil, but always seek after that which is good for one another and for all people.' 1 Thessalonians 5:14-15

The school's policies and procedures, educational programs and extra-curricular activities are designed to build a healthy personal framework for children, teach them about their responsibilities as citizens of God's kingdom, and allow them opportunities for practical experience in caring for others.

Recognising the vulnerability of children, the school seeks to identify and minimise harm in the school environment; and to respond quickly and appropriately when a student appears to be struggling or in

distress. The school dedicates resources and structures to protect, heal and restore students; through a vital partnership with parents, the community and local churches.

Dubbo Christian School honours the laws and processes of our state and federal governments for the safety and well-being of our students.

3. **PURPOSE OF THIS DOCUMENT**

This document outlines the policy and procedures of the school in pursuit of the welfare of students; and its obligations to government authorities for child protection.

4. **WHO MUST COMPLY**

<i>Responsibilities</i>	<i>Evidence of Compliance</i>
Principal	
Implement the policy within the school	DCS Professional Learning Program; Staff Meeting Agendas
Review the policy in collaboration with school community	Policy Review Schedule
Report to relevant authorities	Records of investigations; secure confidential files on server
Board	
Review of monthly report of serious welfare concerns	Board reports
Deputy Principal	
Investigate reports and incidents	Records of investigations
Oversee appropriate follow up	Sentral records
Report serious welfare concerns to the Principal by email	Email records
Head of Primary/Head of Secondary	
Communicate welfare & discipline policies and procedures to teachers in their section	Section meetings
Ensure anti-bullying curriculum in teaching programs	Program Registration & Review
Assist class teachers in welfare & pastoral care issues	Section meetings; Sentral records
School Psychologist	
Support of students, parents, staff	Sentral
Referral to other specialist service providers when required	Sentral; email records
Support class teachers in welfare & pastoral care issues	
Provide training to staff in welfare & pastoral care issues	Staff Meeting Agendas
Chaplain	
Support of students, parents, staff	File logs
Referral to School Psychologist when appropriate	School Psychologist Referral Forms
Assist class teachers in welfare & pastoral care issues	Sentral; File logs
Teachers	
Monitoring pastoral care/ welfare issues	Sentral
Include anti-bullying content in PDHPE program	Teaching Programs

All School staff (including Teachers)

Report issues of concern re: child welfare to Principal	Child Protection Policy, email records
Participate in annual staff training in child protection, behaviour management, welfare	Staff Meeting Agendas; sign-on sheets
Respect and support students	Staff Code of Conduct
Respond in line with School Policy to welfare concerns of bullying	Bullying Register
Support students to develop a caring attitude toward others	Staff Code of Conduct; Student Code of Conduct

Students

Behave appropriately, respecting individual differences and diversity	Student Code of Conduct; Sentral records
Behave as responsible bystanders	Student Code of Conduct;

Parents

Support their children to become responsible citizens and to develop responsible on-line behaviour	
Support their children in developing positive responses to incidents of bullying	External organisation or individual Speakers eg. School Liaison Police Officer
Open communication with the school about welfare matters which may affect their child at school	Sentral records, Parent notes

5. POLICY

At Dubbo Christian School, student welfare and academic achievement involves the balance of physical, emotional, psychological, social and spiritual well-being of the child. Thus student welfare is incorporated into every area of school life.

Dubbo Christian School aims to provide:

- (a) A safe and nurturing environment in which students can learn.
- (b) Effective teaching and learning experiences which engage students in the activities of the school, including extra-curricular activities.
- (c) Oversight of day to day monitoring of student well-being as determined by observable signs at school.
- (d) A fair and effective behaviour management system which encourages behaviour consistent with the Student Code of Conduct and School Rules; and seeks to improve the behaviour of students who do not meet those expectations.
- (e) A supportive environment in which students can come to understand how God has given them abilities and gifts and how they can use them.
- (f) An environment that encourages attitudes of self-respect, self-discipline, and respect for others, as people made in God's image; and an understanding of individual differences.
- (g) An environment in which it is clear that bullying, violence and aggression are unacceptable.
- (h) Monitoring and follow up of student attendance at school to ensure safety and well-being of students, and the continuation of a sound educational program.
- (i) Partnership with parents, and the school community, on issues that affect children's social development, welfare and learning within the school.
- (j) Staff who are committed Christians, qualified teachers, have current clearance under WWCC; and who seek to care for and nurture the students in their care.
- (k) Open Classroom policy – classrooms are open to visits from other staff, team teaching arrangements and the assistance of a teacher's aide. A teacher may invite observation by their colleague or supervisor, or have a class observation as part of Staff Appraisal.

- (l) A clear understanding across the school community of duty of care; the provisions of the Child Protection Act; and commitment to reporting incidents relating to child protection according to the Child Protection Policy.
- (m) Dubbo Christian School will budget for and provide access to outside services to provide support to students and staff in some circumstances that warrant intervention which include:
 - Psychologist for psychological or academic assessment
 - Mentors to provide support for at risk students
 - Youth agencies that provide support services that target the needs of individual students
 - Health services as required, either in response to accidents/incidents or in other areas of general health
 - Counselling or advice from church organizations
- (n) Dubbo Christian School will maintain a commitment to structured and timetabled Pastoral Care Groups. These groups will be the forum for the delivery of the schools biblical studies curriculum and also for the building of healthy relationships and a formalized avenue for pastoral care to take place.
- (o) Dubbo Christian School will allocate part of the Head of School role to the pastoral care and wellbeing of students in the relevant section of the student body they each have responsibility for.
- (p) Longitudinal data will be collected regarding frequency and types of welfare issues, so as to measure the success or otherwise of school based strategies and approaches as well as provide targeted direction for the provision of support for students at school.
- (q) Students will be provided with opportunities for student leadership that allows development of skills and positive relationships within different year groups in the school context.
- (r) All new students will be assigned a buddy to help the transition to a new school. This will occur at the Orientation Day in the previous year and/or on the first day of attendance. Buddies will be carefully selected to ensure the best possible outcome and will receive training in this role.
- (s) Dubbo Christian School will provide opportunities for effective transition into the school for families and students through activities such as orientation days, dedication services and suppers, Year 7 transition to high school camp and outdoor education experiences that develop closer relationships and challenges that build resilience.

Related Policies & Procedures	Person Responsible
Child Protection Policy	Principal
Critical Incident Policy	Principal
Anti Bullying Policy	Principal
Grievance Policy	Principal
Attendance Policy	Deputy Principal
Anti Discrimination Policy	Principal
Accident/illness Procedure	Deputy Principal
Assessment Reports from outside Agencies Procedure	Head of Secondary

Counsellor Procedure	Principal
Parenting Plan Procedure	Principal
Entering/Leaving Grounds Procedure	Deputy Principal
Homestudy Procedure	Principal
Medications Procedure	Deputy Principal
Pastoral Care Group Procedure	Deputy Principal
Prefect Procedure	Principal
Special Needs Procedure	Principal
Staff Code of Conduct	Principal
Student Code of Conduct	Principal
Sun Smart Procedure	Deputy Principal
Weapons Procedure	Principal