WESTFIELDS SPORTS WELFARE POLICY

The focus of the School Rules or core behaviours is to encourage students to be:

Safe  Respectful  Learners

STUDENT WELFARE GUIDE – 2015
School Rules:

Core behaviours and expectations of all students of Westfields Sports:

1. **Safe**: behave in a safe manner, not bully or harass

2. **Respectful**: to yourself, others and property, wear uniform with pride, follow directions

3. **Learners**: value learning, attend regularly
## Student Rights and Responsibilities

All students have RIGHTS which students and teachers must observe. All students and teachers have the RESPONSIBILITY to respect the rights of other students, teachers and people who work in our school.

<table>
<thead>
<tr>
<th>RIGHT</th>
<th>RESPONSIBILITY</th>
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<tr>
<td>A RIGHT is something which belongs to you and cannot be taken away.</td>
<td>A RESPONSIBILITY is something you should do without being told.</td>
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<tr>
<td>I have the right to be treated with understanding, respect and politeness.</td>
<td>I have the responsibility to treat others politely, and with understanding and respect regardless of individual differences</td>
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<td>I have the right to achieve my personal best in all school activities.</td>
<td>I have the responsibility to be prepared and work to the best of my ability and allow others to do the same.</td>
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<td>I have the right to be treated fairly for my behaviour.</td>
<td>I have the responsibility to learn and practice self-discipline.</td>
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<td>I have the right to a pleasant and clean school.</td>
<td>I have the responsibility to help maintain a pleasant and clean school.</td>
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<td>I have the right to expect that I and my belongings will be safe at school.</td>
<td>I have the responsibility to respect and protect other people and their belongings.</td>
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<td>I have the right to expect the community and parents to be aware, appreciative and supportive of the school and my achievements.</td>
<td>I have the responsibility to act in a manner which will encourage the parents and community to recognise and respect school achievements.</td>
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<tr>
<td>I have the right to be treated responsibly and have my own rights respected</td>
<td>I have the responsibility to respect the rights of others.</td>
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Westfields Sports High – Welfare Program Framework

The Welfare Program seeks to provide framework within which students, staff and parents can create an effective teaching-learning environment.

The underlying principle of this level system is to “catch the kids being good”.

This program outlines to all members of the school community the expectations of appropriate behaviour and its rewards, and the consequences of inappropriate behaviour. It is to be hoped that the rewarding of students whose attitudes and actions meet the School's expectations will encourage this appropriate behaviour and also encourage a positive approach to the whole school experience. Certificates, Awards and other additional privileges are an integral part of this process of rewards and encouragements for student achievements in the school.

The program not only demonstrates the consequences of inappropriate behaviour but also identifies students showing inappropriate behaviour at an early stage so that assistance may be given. This assistance is designed to allow students to understand they are responsible for their own actions, and to encourage them to use effective strategies to act appropriately while respecting the rights of others. The graduated removal of privileges and other systematic discipline procedures are an important part of this process of self-examination and student decision-making.
The Structure of the Welfare Team

The Welfare Team is made up of the six Year Advisers and Assistants, Welfare Head Teacher and Assistant, and one Deputy Principal. This Team works cooperatively with the four Deputy Principals, each of which is assigned to at least one Year group. The Welfare Team also works closely with the School Counselors, Head Teacher Administration (Attendance), and Head Teacher Teaching and Learning. The PPC (Positive Peer Culture) group also has a significant role to play in School Welfare, with a focus on peer mediation.

Peer Support and Positive Peer Culture (PPC)

Westfields Sports has a Peer Support Program in place where Year 11 students are trained as Peer Support Leaders. As Year 7 enters High School, the leaders are assigned to each Year 7 class, to work through and present a series of lessons with a major focus on bullying, assisting Year 7 students in their transition to Secondary School.

There are over forty students across the School that have been trained in Positive Peer Culture as Peer Mediators. Ms Burt now leads this group of students. The teachers of students involved in Positive Peer Culture Sessions are informed and they are also noted on the ‘Out of Class List’.

Westfields Welfare Program – The Ten Level System

Every student begins at level 5 when they first enrol at Westfields Sports.

When students are especially successful in a number of areas of school life they will be rewarded and placed on a higher level (from level 4 through to level 1). Special Welfare presentations occur during the School Assembly.

Students who are having problems in an area of school life will be given as much support and advice as possible to allow them to solve these problems. Levels 6 to 9 are for students who are not showing the expected qualities of a safe, respectful, learner. These students are engaged in stages to work out ways to solve their school problems. There is verbal and written communication between the Welfare Team and student and parents.

Students will move towards level 5 from levels 6 to 9 when they have successfully completed tasks and are able to show they are becoming responsible and positive school members. It is up to the discretion of the Year Adviser in consultation with the Welfare Team to consider whether students have successfully attempted to improve their standing in the School to move levels. Each individual student’s efforts and position will be considered by the respective Year Adviser and the Welfare Team and considered on their individual merits. The attendance pattern of the student will also be a consideration in the movement through levels.
The PPC student leaders will also be actively involved in working with some students on lower levels. Parents will also be informed about school problems that affect the student's learning or those of other students, and they will be asked to assist in solving these problems.

The Principal does retain the right to determine an accelerated movement through the levels if this is considered necessary in a particular circumstance. Also a student who rejects all help and advice from School and home, and continues to abuse the rights of others in the school will be demoted through the levels to level 10, where the Principal may decide on a range of options concerning that person's future at Westfields Sports.

The Levels and what they mean

**Levels 1 - 5** - These levels reward and encourage any student who has achieved personal success in areas of school life, and also reward those students who go on to achieve excellent or outstanding successes in such areas as community service, personal effort, leadership, participation, schoolwork, school service or achievement in sport.

**Levels 6 - 10** - Describes the actions that will be taken to help students who are negatively affecting the rights of others and themselves, so they can properly choose to change their behaviour and outlook. Here students will always be able to seek advice to help them overcome problems, and they will complete a number of tasks that allow them to choose to become positive school members.

Fortitudo

In mid 2012, the Welfare team introduced the Fortitudo awards to the entire school. “Fortitudo” is our school motto and means “Strength”. The rationale behind the Fortitudo awards is to assist students in achieving the very best outcomes for their personal development. To make this award different to being moved levels in our Welfare system, students will be awarded a badge as a visual and tangible sign of what they have achieved, and this will be worn on their school uniform. To achieve this award, students must achieve excellence through the holistic approach of heart, mind and body.

Teachers will identify students who may exhibit some of the following characteristics (but are not limited to only these examples):

**Heart** - Students who show care and compassion towards others or are a passionate, committed learner, being a force for good in the classroom, for selfless acts that result in a better environment

**Mind** - Students who are achieving well or are trying their best, or showing improvement in academic endeavours
**Body** - Students who care about their appearance and show pride in their uniform, or those that may achieve excellence during art, cooking, woodwork, PDHPE or sport lessons.

There are three levels of Fortitudo which students can achieve throughout their school life, the goal is that all students are able to achieve the basic blue badge. Once students have been awarded this, they then have the opportunity to continue collecting heart, mind and body referrals to be awarded the gold and then platinum badges to show they have achieved a higher award.

The hope is that this award which will run parallel to the current School Welfare level awards will help encourage students to be the best students/people they can be and enhance the school environment here at Westfields Sports.

**Further Student Welfare Awards**

Apart from the Level Certificates, students who show qualities of a safe, respectful learner at Westfields Sports are eligible to receive either a Westfields Sports Award for Student Excellence or a Westfields Sports Award for Student Achievement. The awards are issued to twenty students in each year group at the conclusion of each semester.

The Award for Student Excellence recognises sustained Academic Excellence. Year Advisers recommend the top ten academic achievers in their Year Group for these Awards.

The Award for Student Achievement recognises sustained student achievement in Student Welfare, throughout each semester. Year Advisers seek to reward students who have shown significant improvement or consistency across a number of areas of school life. Again, ten students from each Year group are recommended to receive a certificate.