

### Rationale

The Deutsche Schule Melbourne – A German International School is committed to valuing the dignity of every member of our community. Staff lead by example, demonstrating that all students are equally valued and providing them with the support and respect they need to succeed and develop confidence. This assists the school to create an atmosphere of trust, respect and concern for others. We foster a sense of community and belonging through cross age and whole school activities such as a buddy system and musical performances. These activities complement curriculum in the areas of Ethics and/or Religion and classroom and whole school practices that aim to engender a healthy self-esteem.

### Principles

- This school promotes a healthy, supportive and secure environment for all students and raise awareness of what makes students resilient, to develop strategies to reduce vulnerabilities, to build student/school connectedness, and to increase coping skills.
- Provision of this environment will assist students to learn effectively and to maximise opportunities to succeed.
- Student welfare is a shared responsibility between school, home and the community.
- The School provides a positive environment in which all teachers assume responsibility for student welfare.
- Staff endeavours to provide successful experiences for all students, where students feel safe and secure in a supportive environment where a sense of belonging and wellbeing are strengthened.

### Goals

- Staff are confident, skilled and proactive in the management of student welfare issues.
- Communication processes and protocols are clear and well known to ensure the effectiveness of student welfare support.
- Promote a happy and safe learning environment that meets the needs of all students.
- Help students develop a positive self concept.
- Maximise opportunities for all students to succeed.
- Provide students with a secure environment to allow them to take risks, meet challenges and develop confidence.

- Equip students with skills for life to allow them to become responsible, independent citizens.

### Strategies

Parents and carers are encouraged to support the school in its efforts to maintain a positive learning environment. We endeavour to support students to develop leadership and decision-making skills, confidence and appropriate assertiveness to work together towards common goals and to celebrate diversity.

The school has considered student welfare, safety and care carefully and has developed a set of policies and procedures and documents in the following areas:

#### Student Welfare

- Student Welfare
- Behaviour Management
- Bullying and Harassment
- Complaints and Grievances
- Serious Incidents and Mandatory Reporting
- Privacy

#### Student Safety

- On-site Supervision of Students
- Supervision of Students Off-site
- Safety and Welfare of Students learning with an External Provider
- Emergency Management Plan
- Critical Incident Plan
- Accident and Incident Register
- Internet Use

#### Student Care

- Arrangements for Ill Students
- Administration of Medication
- Attendance

The Student Welfare Policy will be implemented by ensuring:

- the policy is clearly communicated to students, staff, parents and carers.
- the School appoints a staff member who will coordinate student welfare across the school.
- the School adopts a proactive and strategic stance with issues of student welfare, rather than operating in a consistently reactive mode.
- each class develops a statement of rights and responsibilities in consultation with the students that is consistent with this policy and all other policies relating to student welfare.
- the School will endeavour to cater for students identified with specific welfare issues by creating support groups, developing appropriate individual programs including goals, monitoring performance and behaviour, and providing ongoing support.
- the School implements welfare support structures and programs which prioritise and address the identified needs of individual students or the school as a whole and that help implement the aims of the policy. Refer to: *'Framework for Student Support Services 1999'*.
- The school will also access outside services to provide support for students and staff when required, which may include:
  - Psychologist for psychological and academic assessment
  - Mentors – providing support for 'at risk' children
  - Department of Human Services case managers and support workers
  - Social Workers to provide services such as counselling, social skills and anger management programs
  - Youth agencies
  - Local parent support groups
  - C.A.S.A. [Centre Against Sexual Assault]
  - School Nurse
- the School will implement and maintain programs such as:
  - Buddies
  - Student Awards
  - drug education
  - committing to a whole school program to develop resilience, social skills, conflict resolution and problem solving eg: You Can Do It,
  - transition programs
  - Student Support Groups for children in need

- longitudinal data will be collected regarding frequency and types of welfare issues to measure the success or otherwise of school-based strategies and approaches.
- our School will comply with all privacy issues in accordance with current legislation requirements (refer to Privacy Policy).

### Communication

Student welfare policies will be communicated to the school community in the following ways:

- Teachers will be oriented to all student welfare, safety and care policies at commencement of employment
- Teachers will be provided with opportunities for professional learning in the areas of student welfare via, for example, the Association of Independent Schools Victoria, and relevant experts in the field at least once a year.
- Regular information regarding student welfare policies will be provided to families in the internet newsletter.
- Information evening sessions will be offered to the school community regarding student welfare, care and safety issues.
- Student welfare policies will be discussed and revised in the Curriculum and Education Policy.
- The following policies and procedures will be posted on the school website at [www.dsm.org.au](http://www.dsm.org.au)
  - Student Welfare
  - Bullying and Harassment
  - Behaviour Management
  - Complaints and Grievances
  - Privacy
  - On-site Supervision of students
  - Internet Use

Date

October 2007

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