



Hymba Yumba Independent School

Jarjum Code of Conduct Policy- Fact Sheet

Every jarjum should feel safe and secure, free from physical or emotional harm

The Jarjum Code of Conduct (JCC) aligns with HYIS's fundamental RESPECTS Principles. HYIS works to help each jarjum develop as a whole person. HYIS produces inspired individuals grounded in First Nations values who show respect, cooperation, tolerance and courtesy to others. For a full copy of the JCC, please contact the office.

HYIS has a large jarjum support network in place to help the social, emotional and physical wellbeing of every jarjum. In addition to the support provided by teachers, HYIS has a team of professionals whose dedicated roles are to help ensure the school is an inclusive, nurturing environment. This engaged ecosystem includes:

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| • Guidance Officer | • Engagement Lead | • Attendance Officer |
| • Wellbeing Lead | • School Engagement Officers | • Indigenous Education Officer |
| • Behaviour Support Officer | • Therapy Dog Handlers | • Year 13 Coordinators |
| • Learning Enhancement Lead | • Literacy Support Officer | • Numeracy Support Officer |

Respect for Self

Staff at HYIS consider jarjum individual circumstances, such as their behaviour history, mental health and wellbeing, religious and cultural considerations, home environment and care arrangements when teaching expectations, responding to inappropriate behaviours or applying any consequences. Under the JCC, jarjum are expected to:

- Follow any rules for where they are allowed to play or be in
- Treat others with respect and kindness at all times
- Move quietly and quickly between classes
- Use respectful language and behaviour at all times
- Attend school and classes on time
- Attend the office first when arriving late to school
- Do not use physical violence as this will not be tolerated
- Get parental permission to leave the school grounds
- Do not display personal intimacy with another jarjum as this is inappropriate and unacceptable at school
- Hand all electronic devices into the office each morning or leave them at home.
- Wear the HYIS uniform with pride, ensuring it is correct, clean and tidy.
- Ensure that all online behaviour (including text messages, social network sites, emails and internet use) is appropriate, respectful and authorised.
- Wear enclosed shoes at school
- Take pride in school work and try their hardest
- Do not use digital devices in exams or assessments without permission from the teacher
- Do not bring weapons or illegal substances to school
- Do not use alcohol, drugs, tobacco or vaping on school grounds or at school activities
- Attend school regularly
- Do not throw objects

Respect for Family

HYIS is a place for learning and is an open, welcoming and safe environment for jarjum, staff, parents and visitors. Within the JCC, jarjum are required to:

- Follow the instructions and directions from any teacher or staff member
- Do not threaten other jarjum or staff
- Do not bully, including cyberbully, and intimidate others as this will not be tolerated
- Respect the rights of others including teachers and other staff
- Do not leave the classroom during a lesson without permission from the teacher
- Respect the rights of other jarjum to learn in a safe environment
- Do not steal from other jarjum, staff or the school
- Hand in signed permission forms on time
- Do not threaten jarjum families
- Do not threaten others outside of school with physical or emotional harm

Respect for Community

Every jarjum is a member of the HYIS community and are expected to contribute in a positive way to ensure that the school is well ordered and happy. The JCC states that all jarjum are expected to:

- Be punctual to school and class
- Come ready to learn
- Actively participate in the classroom and school extra-curricular activities, events and excursions
- Respect school property and spaces including toilets, corridors, stairwells etc
- When representing HYIS (either online, in public or in uniform) behaviour and language must be appropriate, respectful and courteous
- Listen and follow the instructions of the bus driver
- Stay seated on the HYIS bus service and keep seat belt on
- Resolve problems in a non-abusive and non-violent way
- Do not be rude to others
- Do not eat in classrooms or on the bus unless the teacher has given permission
- Do not record (audio or video) or take photos of jarjum, staff or visitors without their permission
- Do not target or exclude other jarjum
- Do not be unkind or uncooperative

Respect for Country

As a First Nations school, HYIS intrinsically understands and honours its relationship to Country and the privilege the Owners of this land have given to allow us to work, learn and grow here. Under the JCC, jarjum have a responsibility to:

- Use a bin for all rubbish
- Keep classrooms and other jarjum spaces clean and tidy
- Report any damage to a staff member
- Report any lost, stolen or found belongings or HYIS equipment to staff
- Regularly check the Lost Property box
- Do not deliberately damage or graffiti school property
- Treat school property including laptops and buses with respect
- Do not remove school property from classrooms or school grounds or school activities

Critical Incidents

A critical incident is when there is an occurrence that is sudden, urgent and usually unexpected or requires immediate action to ensure the safety of jarjum, staff and visitors. In these instances, HYIS will use its Crisis Management Procedure/Lockdown and the Crisis Response team will be called upon to defuse or act to resolve the situation.



Consequences

No matter whether the behaviour is minor or major, it is the responsibility of all staff to ensure that jarjum are safe at all times and take actions so that no further harm is caused by the behaviour.

The disciplinary consequences at HYIS follows the same differentiated approach used in proactive teaching and support of jarjum behaviour expectations. That is, some jarjum will need more support, time and opportunities to practice expected behaviours. The determination of the need will be made by the Executive team, in consultation with support staff and relevant stakeholders.

Minor Behaviour	Major Behaviour
Minor behaviour is handled by the staff member at the time it happens and they implement consequences. Minor behaviours are: • minor breaches of the JCC • do not cause serious harm to others including staff • do not violate the rights of others in a serious way • are not part of an ongoing pattern of negative behaviour. The consequences must be logically connected to the behaviour and include: • redirection techniques • having a conversation with the jarjum • labeling the behaviour that needs to change and what the expected behaviour is and why • using Time-Out to reflect on behaviour • Detention or buddy class • Encouraging the jarjum to be reflective and take ownership of the behaviour	Major behaviour should be referred to the Wellbeing Lead and/or Behaviour Support Officer to follow up. Major behaviours are: • major breaches of the JCC • Significantly violates the rights of others including staff • puts others and themselves at risk of harm • negatively impacts on the good order and running of the school • requires involvement of the Executive team • Is persistent minor behaviour breaches which forms a pattern of ongoing negative behaviour Major behaviours may result in the following consequences: • Level 1 (managed by Wellbeing Lead) – time out, buddy class, alternative lunchtime activities, loss of privileges, parent contact, removal of property. • Level 2 (managed by Head of Schools) – parent meeting, suspension, reflection day, time in Wellbeing room If a jarjum is not willing to follow the consequences or the behaviour does not improve, the Executive team may follow the suspension or cancellation of enrolment process

HYIS practices restorative approaches in behaviour consequences as this puts the onus on the individual to be truly accountable for their behaviour and to repair any harm caused to others by their actions.

Jarjum consequences like suspension, reflection days or cancellation of enrolment may be considered in the event of a serious, one-off behaviour incident or when the behaviour forms part of a pattern of ongoing negative behaviour which has not changed with behaviour interventions or when parents/caregivers do not work with HYIS to address the behaviour.

HYIS staff are obligated by law to respect and protect the privacy of jarjum, so while we understand the interest of other jarjum, staff and parents to know what consequences another jarjum might receive, HYIS will not discuss or disclose this information with anyone but the jarjum and their family

Zero Tolerance Breaches of JCC

HYIS has a zero tolerance policy on the following behaviours:

- physical misconduct
- threatening behaviour
- possession or use of illegal substances and weapons
- swearing directed towards staff

Suspension

Suspensions are issued by the CEO, Head of Schools and Wellbeing Lead. Suspensions can have a cumulative effect, meaning that each time a jarjum is suspended for major behaviour breaches, the length of suspension increases. The period of suspension includes:

- Reflection Day - jarjum will be required to reflect on their behaviour and use this day as a break and reset
- 3 Day Suspension - jarjum will be placed on a Behaviour Contract and/or Behaviour Support Plan
- 5 Day Suspension - a re-entry meeting with parents will be completed and the Behaviour Support Plan revised
- 10 Day Suspension - suspension pending cancellation of enrolment and jarjum must show cause as to why their enrolment at HYIS should continue

Suspension for some major behaviour breaches will be completed at school. This process for internal suspensions allows jarjum to contribute meaningfully to the school community and helps them further understand the impact of their negative behaviour on others and themselves. Internal suspensions may require the jarjum to:

- cleaning up around the school
- engaging in educational programs
- completing restorative processes
- Giving back to the broader community

Cancellation of Enrolment

HYIS takes cancellation of enrolment very seriously and does not enact this option to breaches of the JCC without significant cause. Cancellation of enrolments can occur due to:

- Failure to comply with the JCC for a serious matter
- Failure to follow the RESPECTS Principles
- Failure to attend school regularly (below 30% attendance)
- Non-payment of school fees
- Disparaging or hurtful behaviour that continues even with parent collaboration
- Deliberate disrespectful behaviour towards staff and visitors
- Verbal or physical threats towards jarjum, staff or other families
- defamatory or derogatory behaviour towards jarjum, staff or HYIS
- Behaviour that results in a critical incident
- Parent/caregivers failure to work or communicate with the school
- False information given by a parent/caregiver to HYIS
- Serious major and dangerous behaviour that is unlikely to change