



WELFARE POLICY

Rationale

Springside Primary School learning programs educate and promote a healthy, supportive, safe environment for all of our students. All staff at Springside Primary School support the students to develop their personal resilience, increase their coping skills and to reduce risk and vulnerabilities. Springside Primary School believe community, home and school all contribute to the student's welfare and wellbeing.

Aims

- All staff at Springside Primary School have a responsibility for student welfare and to create a safe and supportive environment where a sense of belonging and wellbeing is strengthened
- All staff will provide successful experiences for all students
- All staff will model and promote positive social behaviours and teach problem solving skills
- Students at Springside Primary School will develop positive social behaviours and problem-solving skills
- Processes and protocols are clear and communicated to ensure the effectiveness of student welfare support.

Implementation

Springside Primary School:

- will implement a proactive approach with issues of student welfare rather than operating in a reactive mode
- employs a staff member with extensive experience in Student Welfare to lead and coordinate Student Welfare
- staff will identify the needs of vulnerable students and individualise support plans
- will implement and maintain programs that promote healthy and positive relationships, such as:
 - Better Buddies
 - Kids Matter/Mind Matters
 - Social and Emotional Learning Program
 - eSmart
 - MPower Program
 - Drug and alcohol education
 - Programs across the school to develop resilience, conflict resolution, confidence and self-esteem
 - Transition Programs
 - Anti-Bullying and Cyber Bullying Programs
- will provide the following support structures -
 - respond to welfare issues in regard to student absences and provide referral support if required
 - generate trauma management plan and safety plans
 - design protocol for Mandatory reporting and providing education for staff in regard to their Duty of Care (See Mandatory Reporting Policy and Child Safety Standards Policies)
 - conduct attitudes to School Survey
- will access outside services to provide support for students, families and staff which include -
 - Department of Human Services Case Managers, Support Workers and Social Workers

- private psychologist and psychological assessments
- relevant DEECD support staff i.e. Student Support Services Officers (SSSO)
- Victoria Police (Community Liaison Officers)
- Gatehouse
- Foundation House
- CAMHS
- General Practitioner
- Child First and Family Services
- School Nurse
- Melton Shire Services
- Orange Door
- Headspace
- will support students identified with specific welfare issues by developing individual programs, monitoring student's wellbeing, implementing safety plans, risk assessments and providing ongoing support.

Evaluation

- This policy will be reviewed as part of the school's review cycle.
- This policy was ratified by school council in **APRIL 2020**.