

#### **Policy Rationale**

CCAIE endeavours to provide a healthy, supportive, secure educational environment where staff and students: feel safe; develop problem solving skills; have confidence and trust in facilitators; deal positively with life's challenges; have a sense of belonging and wellbeing and develop resilience and coping strategies to reduce vulnerabilities.

#### **Policy Aims**

To provide a nurturing educational environment in which:

- Staff are confident, skilled and proactive in the management of student welfare issues.
- Students develop positive social behaviours and problem solving skills.
- A sense of community and good citizenship values are practiced by staff and students.
- Communication processes and protocols ensure effective welfare and wellbeing support.

#### **Procedure – CCAIE Ethos**

- CCAIE believes Staff and Student Welfare/Wellbeing is a shared responsibility involving continuous liaison between CCAIE Board, staff, students and wider community.
- CCAIE will adopt a proactive and strategic stance with issues of staff and students welfare.
- A culture of positive reinforcement and encouragement of student endeavours will occur.
- Student work and achievements will be regularly showcased and publicly recognised.
- Encourage students to accept and respect that our society possesses wide diversity.
- Offer students genuine opportunities for choice and decision-making.

#### **Procedure – Staffing**

- Staff will be provided with professional development regarding staff and student welfare/wellbeing, the implementation of programs, and the resolution of welfare/wellbeing issues.
- CCAIE will provide staff member[s] to coordinate student welfare/wellbeing across CCAIE and will access regional and network staff with welfare/wellbeing expertise as required.
  - Psychologists for psychological and academic assessments.
  - Department of Human Services case managers and support workers.
  - Social Workers to provide social skills and anger management programs.
  - Centre Against Sexual Assault [CASA]
  - Relevant support staff

#### **Procedure – Support Structures**

- In regard to CGEA students, CCAIE will provide a broad curriculum that provides for the needs of individual students and caters for multiple intelligences.
- CCAIE will implement programs that provide strategies to counter harassment, bullying, drug, alcohol and tobacco use.
- CCAIE will implement welfare support structures and programs that prioritise and address the identified needs of individuals or the CCAIE as a whole and that help implement the aims of the policy.
- CCAIE will identify students with specific needs and create support groups.
- CCAIE will comply with all privacy issues in accordance with current legislation and departmental requirements – see separate Privacy policy.

#### **Evaluation**

This policy will be reviewed bi-annually.