

# Staff Workshop: Rules, Consequences and Reparation

John Hendry has been working with our school community for over a year on Relationship based Education (RbE). Last year we completed a full day of professional learning with John. He then worked with each year level cohort and ran an evening session for our parents and carers. Our school have created a new 'Scope and Sequence', focusing on RbE.

Towards the end of last year, in consultation with students and staff, we developed new school rules. They are designed to be simple and clear, so everyone knows them, and can easily follow them.

<b>Rules</b> 	<b>Behaviour</b> Music playing = straight to class Be on time Always be kind	<b>Outside</b> NO running in central fake grass area NO running around corners NO climbing trees NO inside during snack or lunch NO playing with sticks, rocks or bricks NO tackling
<b>1. Follow instructions</b>	<b>Food</b> NO lollipops or candy canes NO gum NO sharing food	<b>Uniform</b> NO nail polish or fake nails NO jewellery (except stud / sleeper earrings) Shoulder length hair tied back (including mullets) Shoes always on Hats term 1 and 4 (NO grace period)
<b>2. Use appropriate school language</b>		
<b>3. Keep hands, feet and objects to myself</b>		

But what happens when a student breaks one of the rules? What should we do? Do we punish the student? What about if a child continuously breaks a rule? These are some of the questions I have been faced with from staff.

I asked John to join me for a staff professional learning session to address these concerns. To start with, I will go through the rules with staff by explaining them to John. I'll ask him if the rules are clear to him. Next, I'll ask him about the questions that I have been asked. How do we address these concerns? Do I punish students? Why / why not? What if they continue to break rules?

John will and I will talk about consequences versus reparation. Many staff struggle with the idea of not punishing a student who breaks rules, particularly if they do so regularly. This discussion will hopefully help staff look at consequences in a different light.