# Guidelines for behaviour management decisions made under the previous policy and procedures

The revised [Student Behaviour Policy](https://education.nsw.gov.au/policy-library/policies/pd-2006-0316) and new [Suspension and Expulsion Procedures](https://education.nsw.gov.au/policy-library/policyprocedures/pd-2006-0316/pd-2006-0316-06) are in place from Term 1, 2024. These replace the previous Student Behaviour policy, Student Behaviour Procedures Kindergarten to Year 12, and Bullying of Students - Prevention and Response policy.

While this change is effective from Term 1, 2024, some documents, decisions and records made before this date may still need to be administered in Term 1 and beyond. These fall under the following three categories:

* Schools transitioning from the use of their existing school discipline policy, School Behaviour Support and Management Plan (developed in 2023) and anti-bullying plan to a revised [School Behaviour Support and Management Plan](https://education.nsw.gov.au/policy-library/policyprocedures/pd-2006-0316/pd-2006-0316-05) to manage behaviour at the whole-school level by Term 1 2025.
* Managing the legacy effects of behaviour management decisions made in Terms 4, 2023 that have consequences extending into Term 1, 2024.
* Maintaining correct records and data over the change period.

This document seeks to guide schools and staff in managing these situations. This document will be in use until the end of Term 2, 2024 and should be read in conjunction with the policy.

This document is not intended to help schools understand the revised [Student Behaviour Policy](https://education.nsw.gov.au/policy-library/policies/pd-2006-0316) and new [Suspension and Expulsion Procedures](https://education.nsw.gov.au/policy-library/policyprocedures/pd-2006-0316/pd-2006-0316-06) or understand what ongoing changes they need to make to implement them into the future. Guidance on these topics can be found in the [Student Behaviour Policy familiarisation session resources](https://education.nsw.gov.au/inside-the-department/directory-a-z/behaviour-support/student-behaviour-policy-familiarisation-session-resources) and [Student Behaviour Policy and Procedures School readiness roadmap](https://education.nsw.gov.au/content/dam/main-education/inside-the-department/student-behaviour-policy/Student_Behaviour_PP_School_readiness_roadmap.pdf). Further information and resources are available through the Behaviour support toolkit [Leaders - Information and policies page](https://education.nsw.gov.au/schooling/school-community/attendance-behaviour-and-engagement/behaviour-support-toolkit/support-for-leaders/information). Delivery Support is also supporting the change with guidance on the Team Around a School model and ensuring easy access to support (including a QR code to make it easy to access the ‘School Support Contacts’ database).

## School Behaviour Support and Management Plan (SBSMP)

The [Student Behaviour Policy](https://education.nsw.gov.au/policy-library/policies/pd-2006-0316) requires principals to develop a [School Behaviour Support and Management Plan](https://education.nsw.gov.au/policy-library/policyprocedures/pd-2006-0316/pd-2006-0316-05) (SBSMP) in consultation with the school community for implementation and monitoring by Term 1, 2025. Subsequently the SBSMP will need to be finalised by the end of Term 4 each year for implementation from the beginning of the next school year (commencing 2025). Some schools have been early adopters and may already have an SBSMP in place which aligns to the previous Student Behaviour Policy during 2023.

The SBSMP now also includes strategies to prevent and respond to student bullying behaviour and replaces existing school anti-bullying plans from Term 1 2025. If a school develops an SBSMP during 2024, they may publish it prior to Term 1 2025, and supersede all previous plans in place until that point.

Until a school has finalised and published its new or revised SBSMP (by Term 1 2025), schools should update their existing school discipline policy/2023 SBSMP and school anti-bullying plans to ensure any sections clearly inconsistent with the revised Student Behaviour Policy and new Suspension and Expulsion Procedures. Schools should check that their existing school discipline policy/SBSMP and school anti-bullying plan does not include:

* references to short, long or immediate suspensions, or references to any superseded grounds for suspension from previous policies and procedures.
* behaviour management strategies that are inconsistent with the Detention and Time-out Guidelines, such as using teacher-directed timeout as a punishment.

## Managing decisions made in Term 4, 2023

Change in policy and procedures between 2023 and 2024 means that some behaviour management decisions made in Term 4 under the Student Behaviour Procedures K-12 will still have an impact in Term 1, 2024. 2023 policy documents and resources are available for reference in a staff only sharepoint [here](https://schoolsnsw.sharepoint.com/:f:/s/BehaviourandStudentParticipation-SBS/EumKhySUEDxMgMNmfHhUJQ8BN9SrF3_BJX7thWBrJjlORA?e=xWxjkB). Decisions made in these circumstances should be managed in the following ways:

* Any suspensions issued in Term 4, 2023 but carried over into Term 1 2024 should be completed in line with the Student Behaviour Procedures Kindergarten to Year 12 rather than the new Suspension and Expulsion procedures.
* If in Term 4, 2023 a school commenced the process to expel a student they should continue to follow the Student Behaviour Procedures K-12 until the process is complete.
* Any appeals to decisions made in 2023 should follow the appeals process outlined in the Student Behaviour Procedures K-12. [Appeals resources for 2023 are in sharepoint](https://schoolsnsw.sharepoint.com/:f:/s/BehaviourandStudentParticipation-SBS/EumKhySUEDxMgMNmfHhUJQ8BN9SrF3_BJX7thWBrJjlORA?e=xWxjkB).

## Data collection and record keeping

Upgrades to ERN and approved third-party systems have been implemented to align to the revised Student Behaviour Policy and new Suspension and Expulsion procedures.

As part of these changes:

* all suspension-related notifications to DELs and Delivery Support will be system generated originating from the department’s ERN system
* DELS and Delivery Support will receive system generated individual email notifications for:
* Kindergarten student has been suspended for the first time.
* A student in Years K-2 has been suspended for more than 30 days or a student in Years 3-12 has been suspended for more than 45 days
* A notice of potential expulsion for serious behaviour of concern has been issued to a student and their family.
* In addition, DELs will receive non-priority information notifications grouped together in one daily email for each school only when a suspension is created or extended.