Our Vision
To be a welcoming and caring Catholic community, where all people are truly valued and seek to be the very best of themselves.

Our Mission
Driven by the life and teachings of Jesus, our mission is to actively shape and enrich the spiritual and educational journey of students, staff, families and all people within our community. Offering excellence in learning and teaching, we embrace differences and individuality, whilst living in harmony with God’s creation.

Our Motto
Growing in Courage, Wisdom and Faith

Our Foundation Stones (Core Values)

Courage
At St Stephen’s, Courage is recognising our vulnerabilities, building resilience and overcoming struggles.
Standing firm in our beliefs, we step out into the unknown, whilst always speaking and acting from the heart.

Wisdom
At St Stephen’s, Wisdom is knowing what is good in ourselves, in others, and in the world, through the gift of God’s grace.
Through God’s eyes we see the needs of others.
Through God’s ears we listen to the knowledge and truth of others.
Through God’s loving heart we respond with justice and charity.

Faith
At St Stephen’s, Faith is using our inner strength to trust in things not easily seen; believing in God, in ourselves and in others.
With God in our hearts, we stand firm as a community to share the Good News of the Gospel daily.
WELCOME!

Welcome to St Stephen’s Catholic Primary School. A dynamic learning community founded on the life and teachings of Jesus, fostering positive, trusting relationships with students, families and the wider community.

At St Stephen’s, we create a school environment which recognises the unique “Learning Adventure” that each child takes, whilst providing stimulating and rewarding learning experiences for all our students.

We are committed to building a community where students are engaged in learning and care about themselves, others and our world. We get to know each student and meet their spiritual and educational needs. At all times, our Catholic ethos and our commitment to the values of the Gospel drive us to keep the students as our focus.

It is through these actions that we seek to bring to life our Vision, “to be a welcoming and caring Catholic community, where all people are truly valued and seek to be the very best of themselves.”

You as parents play an integral role in your child’s education. You join us in partnership, enabling your child to reach their full potential. We encourage parents to become actively involved in their child’s learning and we encourage parent participation in all aspects of our school program. I personally invite you to become part of the wonderful tradition we have of parent involvement and collaboration.

This Parent Handbook contains important information so please keep it on hand and refer to it when needed. I am always available to meet with parents so please feel free to contact the office if you would like to meet with me to discuss any aspect of life at St Stephen’s.

Once again thank you for choosing St Stephen’s School.

Mike Quinn
Principal
INFORMATION FOR PARENTS

ACTIVITIES / EXCURSIONS
Class activities/excursions are a means of highlighting school studies and stimulating interest in classroom work. All children are expected to participate in scheduled activities/excursions. Parents are advised of scheduled activities via email through a program called EdSmart. Parents are requested to give permission via this digital format prior to the event.

ASSESSMENT & REPORTS
School reports and parent/teacher interviews are designed to inform parents about their child’s achievements and progress at school. Formal parent/teacher interviews are held twice a year. These meetings provide a forum for an exchange of information about each child. Staff members also welcome interviews with parents at other times. These meetings should be arranged by appointment.

Written reports are compiled twice each year, at the end of each school semester. Parents can access and download these from the Parent Portal.

ATTENDANCE
A record of the attendance of students is kept on a daily basis.

Parents, please notify the school by 8:45am via the Parent Portal or BCE Connect App if your child will not be attending school for the day and the school has not been informed already. Otherwise, a text message will be sent to your family’s main school contact enquiring as to your child’s whereabouts.

In the case of an extended absence, parents should advise the school in writing or via the BCE Connect app / Parent Portal of your child’s anticipated return date to school.

ACCIDENTS & ILLNESS
Should your child suffer from an accident or a sudden illness at school, office staff will attempt to contact you by telephone. Parents should advise the school of any changes to contact telephone numbers so that the school’s records are up-to-date and contact can be made in an emergency. These changes are to be made via the Parent Portal.

The school will call an ambulance for medical emergencies.

AWARDS
Student awards and certificates are presented at school assemblies and on other occasions to positively affirm the children for their engagement and behaviour.

BOOKS & STATIONERY
The school will order all textbooks/equipment/resources and stationery your child will require for the year. Parents will be charged a levy in order to pay for these items. This levy will appear on the School Fees Account for Term 1. If you are required to collect items prior to school commencing, you will be notified via email regarding a collection date.
EDUCATIONAL SUPPORT TEAMS
Our school is assisted in its work by a team of qualified consultants employed by Brisbane Catholic Education. Team members specialise in areas such as:

- Religious Education
- Inclusive Education
- Child Guidance/Protection
- Curriculum and Teacher Development
- Information Technology
- Planning and Building

FIRE & EMERGENCY EVACUATION PROCEDURES
When the evacuation siren is sounded, children and adults must leave buildings via the exit doors and move, as directed by the teachers. The fire warden will ensure each building is empty. The roll is called when all children are assembled in the safety zone. Children and adults may return to classrooms after the roll is called and the all clear signal has been given. The evacuation plan is displayed at the main exit point of each room. Evacuation drills are held at least once each semester. The usual assembly point for an emergency evacuation is our oval.

HEALTH
The school should have up-to-date information about your child’s health. Please advise the office of any changes.

HOMEWORK
Homework is assigned because:

(a) the development of a regular home study habit can assist children with their learning
(b) homework can provide parents with an opportunity to participate in the school’s educational program.

- At St Stephen's we have a consistent approach to Homework across the school. Homework will be assigned each Friday and needs to be completed by the following Friday. Homework tasks are available online via the Parent Portal.
- Reading/ Sound Letter Practice
- Maths Mentals/ Mental facts
- Word Study/ High Frequency Words

Parents are asked to check that homework is completed. If Homework is not completed for a valid reason, then a note explaining the circumstances should be sent to the teacher.

The formal assignment of homework commences during Prep.

INDIVIDUAL DIFFERENCES
School staff members value the uniqueness and individuality of each student and endeavour to provide opportunities for all children to experience success at school. We also endeavour to provide an environment that allows students to progress according to their abilities. Support is provided to those children who require additional assistance.
INFORMATION TECHNOLOGY
At St Stephen’s School, we recognise the tremendous impact technology has in all areas of society. Therefore, we endeavour to expose children to a variety of technologies, particularly computers and information technology. By using iPads and related technologies in the classroom, students are able to acquire skills and attitudes that will extend and enrich their learning. Students are given opportunities to use on-line information retrieval skills and electronic mailing to assess, manage and handle information in many forms, within a range of subject areas.

In Years 4, 5 and 6, our students are given the opportunity to use an assigned device for use at school, home, and during the holidays.

In Years 2 and 3, students are assigned an iPad to use at school.

LATE ARRIVAL/EARLY DEPARTURE
Students who arrive to school after the bell at 8:25am must be signed in at the school office electronically with either their parent or a caregiver. After signing in, please see the office staff to collect a printed slip, which is then handed to the class teacher. Similarly, for an early departure a parent/caregiver must email the school office and teacher prior to the day and then come to the main office to sign their child out before collecting them to leave.

LIBRARY
Our school library is a resource centre that provides materials to meet the learning needs of our students. The library provides children with opportunities to develop the ability to co-operate with others by working in an area where reading, listening and viewing can be shared with other children. Through literature children can acquire a love of reading, which will enrich, enlarge and extend their world, stir their imaginations and help them to better understand themselves and others.

Modern technology, in the form of a computerised search and borrowing system, access to the Internet and educational programs are available in the library to allow children to become familiar with the use and benefits of computers in education.

To help children take appropriate care of library books, it is necessary for each child to use a water-resistant library bag, marked clearly with his/her name. Parents are asked to assist by ensuring that library books, when not in use, are kept in a library bag. Books are normally borrowed for a maximum period of two (2) weeks.

Library staff members appreciate offers of help from parents to volunteer to assist with book covering and other library tasks.

LOGO
St Stephen was one of the early leaders of the Christian Church. He has the distinction of being both the first deacon and the first martyr.

Well-educated and fluent in Greek, St Stephen preached the Gospel to those who were ultimately responsible for his trial and death by stoning.

At his trial, St Stephen spoke of the beliefs with which he is associated today, i.e.:

- The positive and powerful influence one’s own faith can have on others.
- The need to live one’s life according to values that have lasting importance.

Our logo shows an active figure responding to the influences of learning (symbolised by the book) and the love of God (symbolised by the cross). The palm frond is a symbol of martyrdom. This is especially significant.
to St Stephen, as the first Christian martyr. The figure in the logo is standing on stones that represent the solid moral foundation of Christianity and a Catholic education.

**LOST PROPERTY**
All items of clothing/property should be clearly named. Items of unclaimed property are kept in the school office. The school disposes of any unmarked and unclaimed clothing and/or other lost property at the end of each term.

**MEDICATION AT SCHOOL**
The school will not administer medication to children, unless:

1. There are written instructions prescribed by a doctor or other legally qualified medical practitioner on the container that specify:
   (i) the name of the child,
   (ii) the name of the medication,
   (iii) the dosage,
   (iv) the times the medication should be administered and
   (v) the method of administration of the medication.

2. The school holds a signed Student Medication Request Form. (These forms are available from the school office and the BCE Connect App and Parent Portal, and, in some instances, both a parent and a medical practitioner must sign.)

3. Staff are not able to administer non-prescribed medications e.g. analgesics or headache tablets.

In the interests of all students and members of staff, if children are ill, they should not be at school until they have recovered from their illness.

**NEWSLETTER**
Each Friday, a school newsletter is published and is available on the BCE Connect app and/or Parent Portal. The newsletter is a very important means of communication between school and home. Parents are encouraged to read the newsletter to be informed of school activities, events and policies. Please ensure that you advise us of any change to your email address via the Parent Portal.

**RELIGIOUS EDUCATION**
Our Catholic school is an integral part of the parish community and Archdiocese of Brisbane. The school’s Religious Education program prepares children for full participation in the life of the Parish and aspires to educate and form students who are challenged to live the Gospel of Jesus Christ and are literate in the Catholic and broader Christian tradition, so that they might participate critically and authentically in faith contexts and wider society. Our school follows the Religious Education Guidelines for the Archdiocese of Brisbane and teachers are regularly inserviced in this curriculum area.

The Assistant to the Principal - Religious Education (APRE) is a key member of the school’s leadership team. The APRE is responsible for the coordination of the school’s Religious Education program and the religious life of the school.

Because the Catholic faith underpins our school's mission and vision, we endeavour to encourage personal commitment and worship through:

- the gentle initiation of early years school children into year level and school liturgies, prayer assemblies and masses
- the inclusive involvement of all children in school worship
- cooperation with the parish in the preparation of children for the reception of the Sacraments of Initiation.
OFFICE HOURS
Office hours are from 8:00 a.m. – 4:00 p.m., on weekdays, during each school term.

PARENTS AND FRIENDS ASSOCIATION
The Parents and Friends Association (P&F) endeavours to actively support the school. All parents and staff members belong to the P&F. The school’s P&F Association meets on a monthly basis.

All parents are encouraged to attend these meetings to be informed about school activities and share in decisions concerning the P&F. Social activities conducted by the P&F provide opportunities for families to become better acquainted.

PARENT/SCHOOL COMMUNICATION
If you would like to discuss a classroom/school issue, please see your child’s teacher in the first instance. To do this, please request an appointment, via email sent directly to your child’s class teacher. If you would like to discuss a general school matter, please make an appointment to see a member of the school’s leadership team (Principal, Assistant Principal or APRE).

PARENT PORTAL and BCE CONNECT APP
For all general school information the St Stephen’s Parent Portal and/or BCE Connect App is the best place to go. The Parent Portal and App publishes important information to our community in a password protected and safe environment. Information such as the school calendar, school forms, tuckshop menus, teacher contact details and excursion photos can all be found on the Parent Portal. If you do not have your Parent Portal/BCE Connect app credentials please email the school palgester@bne.catholic.edu.au

All changes/updates to your personal details, including contact and address details, email address or your child’s medical information needs to be made via the Parent Portal.

RETENTION AND PROMOTION
Promotion from one year level to the next is based on a child’s readiness. This is determined by assessing factors such as his/her academic, social and physical development. When the retention of a child is under consideration, parents, teachers and the Principal will be involved in the decision-making process. Generally, the retention of a child would take place in exceptional circumstances only. In most instances this would only occur in the Prep year.

SCHOOL PHOTOGRAPHS
Class, individual and family photos are taken each year, at school. Individual and class photos will be incorporated into your child’s fees. Family photos will be at an additional cost.

SPORT & PHYSICAL EDUCATION
Our school endeavours to maintain a balance between the teaching of physical skills and sports competition. Interschool Sport is a component of our Physical Education program, commencing in Year 5.
SUPERVISION BEFORE & AFTER SCHOOL
Supervision of children in the school grounds commences at 8:00am each morning. Teachers are also rostered for supervision in the pick-up area, after school, until 3.10 p.m.

TERM DATES – 2023
Term 1  Tuesday 24 January – Friday 31 March
Term 2  Monday 17 April – Friday 23 June
Term 3  Monday 10 July – Friday 15 September
Term 4  Tuesday 3 October – Friday 1 December

PUPIL FREE DAY FOR 2023
Term 3  TBC

N.B. Students do not attend school on this day.

TIMETABLE
Daily Timetable
First Bell  8:25 a.m.
Morning Session  8:30 a.m. – 10:30 a.m.
Lunch Break  10:30 a.m. – 11:00 a.m.
Middle Session  11:00 a.m. – 1:00 p.m.
Snack Break  1:00 p.m. – 1:30 p.m.
Afternoon Session  1:30 p.m. – 2:50 p.m.
Final Bell  2:50 p.m.

TRAFFIC AND PARKING
Parents, members of staff and visitors are expected to drive safely when in the vicinity of the school or on school property as the safety of everyone on the school site is a priority. Please abide by all traffic signs and do not park on the grass areas.

TUCKSHOP
The Tuckshop provides children with an opportunity to purchase nutritious food for lunch. The Tuckshop Convenor welcomes the assistance of parent helpers. A Tuckshop price list is available from the office, on the school’s webpage, the Parent Portal and BCE Connect app. The Tuckshop is cashless and orders can be placed using the Qkr! app.

VISITORS TO THE SCHOOL
When visiting the school during school hours, please register your arrival and departure by signing in/out at the office. When you sign-in, you will be given a badge to wear, e.g. visitor, volunteer. These procedures assist with school safety and security.

In line with current Covid-19 procedures, all visitors to the school must also sign in using the ‘Check-In Qld’ app.

VOLUNTEERING AT ST STEPHEN’S SCHOOL
Volunteers, be they parents or friends of St Stephen’s School, are very welcome and are a critical part of daily school life. Volunteering in classrooms or for Tuckshop, P&F, School Board, working bees, Fetes, or other roles, enhances the quality of teaching and learning that we provide.

All volunteers must be trained in student protection and safety protocols before they are able to lend their skills and services to the community. By undertaking the online training accessible through the BCE website, parents, grandparents and friends can agree to a code of conduct and register as volunteers in our school.

Volunteer training must be completed annually.
**Background**
The training of volunteers is now mandatory in Queensland under *The Commission for Children and Young People and Child Guardian (CCYPCG) Act*. Most of these training expectations are in relation to Child Protection and exist for the good of all students in our care. There are some very specific expectations on schools in relation to volunteers who work in the school. These are set out in the Volunteer Registration Pack.

**Volunteers Who Are Not Parents** *(this includes the grandparents of school students)*
All non-parent volunteers at our school must also undergo *employment screening* and receive a *Positive Notice Blue Card* for Volunteers. This positive notice is now an essential requirement, under Queensland Legislation, before the services of volunteers can be accepted at our school.

Along with this card, you must undergo the Student Protection Training mentioned above and complete the various documents to ensure you and the school comply with the requirements for volunteers under the current legislation.

Once registered, volunteers may become involved in a range of volunteer tasks. Volunteers are asked to sign in at the office on every occasion they work in our school.
St Stephen's School Policies

ENROLMENT POLICY

FEES COLLECTION AND PAYMENT POLICY

BULLYING PREVENTION POLICY

UNIFORM & GROOMING POLICY
ENROLMENT POLICY

Enrolments will be considered in the following order of priority:

- families who already have a child enrolled at the school
- Catholic families from our parish and neighbouring parishes
- families transferring from another Catholic school
- families from other faith denominations

When submitting an enrolment application, parents acknowledge their acceptance of the policies of the school and their commitment to work in co-operation with school personnel for the benefit of their child.

Acceptance of an enrolment at St Stephen’s School indicates that parents understand their children will participate in the formal Religious Education program and liturgical life of the school.

All enrolments will be at the discretion of the Principal, according to the availability of vacancies.

An enrolment at St Stephen’s School does not guarantee a future enrolment at another Catholic primary or secondary school.

ENROLMENT PROCESS AND PROCEDURES

1. SIBLINGS
   1.1. Siblings of children already enrolled are given preference.

2. ENROLMENT AGE

<table>
<thead>
<tr>
<th>Birth Date:</th>
<th>Eligible for Prep in:</th>
<th>Eligible for Year 1 in:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Children born 1 July 2017 – 30 June 2018</td>
<td>2023</td>
<td>2024</td>
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<tr>
<td>Children born 1 July 2018 – 30 June 2019</td>
<td>2024</td>
<td>2025</td>
</tr>
<tr>
<td>Children born 1 July 2019 – 30 June 2020</td>
<td>2025</td>
<td>2026</td>
</tr>
<tr>
<td>Children born 1 July 2020 – 30 June 2021</td>
<td>2026</td>
<td>2027</td>
</tr>
<tr>
<td>Children born 1 July 2021 – 30 June 2022</td>
<td>2027</td>
<td>2028</td>
</tr>
<tr>
<td>Children born 1 July 2022 – 30 June 2023</td>
<td>2028</td>
<td>2029</td>
</tr>
</tbody>
</table>

3. ENROLMENT APPLICATIONS
   It may be necessary to use the date of application to assess applications of equal merit.

4. CHILDREN WITH SPECIAL NEEDS
   Procedures established by Brisbane Catholic Education will be used to assess the enrolments of children with special needs.
   Link to BCE Enrolment Process for Children with Special Needs:
   [http://www.bne.catholic.edu.au/students-parents/Pages/SupportTeachingTherapy.aspx](http://www.bne.catholic.edu.au/students-parents/Pages/SupportTeachingTherapy.aspx)

5. ENROLMENT PROCEDURES
   - Families must first submit an online Application for Enrolment form, along with a copy of the child’s birth certificate or extract, baptismal certificate and any medical or specialist reports that may assist in understanding the child’s needs or circumstances regarding their development and readiness for school.
   - Depending on eligibility, an interview will be scheduled to provide an opportunity for parents to meet with the Principal to exchange information regarding the application for enrolment.
   - Families will be notified as to the outcome of the enrolment process.
During Term 4, our annual Orientation Morning for the parents of new Prep children to the school will be held.
If an enrolment cannot be offered in the first instance, all applications will be held on file for a period of six (6) months. Families will be contacted if a vacancy arises during this period of time.

6. **ACCEPTANCE OF ENROLMENT**
   6.1. A signed Confirmation of Enrolment form notifies the school that parents have accepted the offer of a place in the school.
   6.2. On acceptance of a place, a one-off non-refundable fee, per family, will be charged. This fee reserves an enrolment for the start of the year and also covers the costs associated with processing the application. This fee is called the Enrolment and Processing Fee.
FEE COLLECTION AND PAYMENT POLICY

The fees and levies collected at St Stephen’s School allow for the provision of a high quality education for your child/children.

School fees and levies:
- provide essential resources, materials, facilities, activities, services and equipment.
- provide for the maintenance of buildings, grounds and other facilities.
- assist with the payment of wages for teaching, administrative and ancillary staff.

ISSUING OF ACCOUNTS
School fees are issued at the commencement of each term, usually in the second week of the term. The statement will show the following:
- Tuition Fee
- Capital Levy
- Other levies, e.g. the Information Technology Levy, Activities/Excursion Levy, the Resource & Textbook Levy, 1:1 Device (years 4-6) and Camp (years 5 & 6).

The St Stephen’s School Parents and Friends Association also collect a levy through the St Stephen’s School fee structure.

Parents are requested to pay the school fees account by the due date, which is shown on the account.

METHODS OF PAYMENT
School Fee Statements are emailed at the beginning of each term. Parents are asked to pay the fee account within fourteen (14) days of issue. Payment is preferred by the School Direct Debit system with payment options weekly/fortnightly/monthly, but is also accepted by BPAY, cash, eftpos or credit/debit card or Centerpay. A Direct Debit form is available on the School website and Parent Portal. Each account includes an authority to pay by credit card and BPAY details. Payments by credit card are also accepted over the phone. BPAY minimum is $50.

REMINDER NOTICES
A Reminder Notice will be issued to all families who have not settled the school fee account by the due date where a payment plan is not in place. Should accounts remain outstanding, a member of the Finance Team will make contact to discuss the outstanding fees.

If, after two (2) weeks from making verbal contact or if attempts to make contact are unsuccessful with the account holder/s, no satisfactory arrangements have been reached and there appears to be no other workable solution, then the account may be sent to a collection agency which may result in legal action being taken.

PAYMENT DIFFICULTIES
If you are experiencing difficulties in paying your account, please contact the school as soon as possible, preferably before the due date, as it may be possible that some assistance, such as an extension of time or payment by instalments, can be organised.

CONCESSIONS
In cases of financial hardship, the school will consider offering a concession on school fees. Concessions applications are accepted at the commencement of each year or when the hardship within the family occurs. Concessions on fees are not ongoing and applications must be re-submitted at the commencement of the new school year. The final decision rests with the school Principal or the Principal’s nominee.
OVERDUE ACCOUNTS
Parents are strongly encouraged to contact the school if they are experiencing difficulty in paying the school fees account.

On some occasions parents fail to pay their account, do not respond to reminder notices and do not contact the school to make alternative arrangements. In these instances the school is reluctantly forced to consider engaging the services of a professional debt collection agency.

Please be aware that additional charges will be incurred once the account has been handed to the debt collection agency for action. Once accounts have been handed to the debt collection agency, the matter effectively passes out of the school’s control and all negotiations for payment must then be made with the debt collectors.
Bullying Policy

Background

St Stephen’s School’s Bullying Prevention Policy operates under the umbrella of the school’s behaviour Management Policy and the Australian Curriculum (Health and Physical Education).

Definition of Bullying

Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm (Alannah and Madeline Foundation, 2021). It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening (Alannah and Madeline Foundation, 2021). Bullying can be in person, online direct or indirect and overt or covert (Australian Education Authorities, 2020).

Bullying of any form or for any reason can have immediate, medium, and long-term effects on those involved, including bystanders (Alannah and Madeline Foundation, 2021). Single incidents and conflict or a fight between equals, whether in person or online, are not defined as bullying (Australian Education Authorities, 2020).

Bullying involves:

- a desire to hurt
- a hurtful action (physical, psychological, or social)
- a power imbalance
- (typically) repetition
- an unjust use of power
- evident enjoyment by the aggressor and
- sense of being oppressed on the part of the victim

(Rigby, 2020)

Bullying can be physical, verbal, or emotional harassment. These categories can also apply to an online environment.
Some examples of these types of behaviour include:

<table>
<thead>
<tr>
<th>Physical Harassment</th>
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<tbody>
<tr>
<td>hair pulling</td>
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<tr>
<td>scratching</td>
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<tr>
<td>tripping</td>
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<tr>
<td>pinching</td>
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<tr>
<td>standing over someone</td>
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<tr>
<td>breaking or damaging someone’s possessions</td>
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<tr>
<td>punching</td>
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<tr>
<td>pushing</td>
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<tr>
<td>slapping</td>
</tr>
<tr>
<td>kicking</td>
</tr>
<tr>
<td>poking</td>
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<tr>
<td>stealing</td>
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</tbody>
</table>

(Alannah and Madeline Foundation, 2021)

<table>
<thead>
<tr>
<th>Verbal Harassment</th>
</tr>
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<tbody>
<tr>
<td>using words that suggest stupidity, e.g. der, dummy, stupid, idiot, etc.</td>
</tr>
<tr>
<td>using words that target appearance or personal problems, e.g. hairy, four eyes, you stink, you’re fat, etc.</td>
</tr>
<tr>
<td>using words that suggest weakness, e.g. cry baby, wimp, sook, that’s gay, retard, don’t be a girl etc.</td>
</tr>
<tr>
<td>using words that attack ethnic or religious characteristics, e.g. wog, black/brown kid, etc.</td>
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<tr>
<td>echoing whatever someone says in a mocking voice</td>
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<tr>
<td>using rude words with a sexual meaning e.g gay, homo</td>
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<tr>
<td>making threats, e.g. “I’ll get you!” or “I’ll come around to your house and…”</td>
</tr>
<tr>
<td>making abusive phone calls or sending abusive e-mails</td>
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</tbody>
</table>

(Alannah and Madeline Foundation, 2021)

<table>
<thead>
<tr>
<th>Social/Emotional Harassment</th>
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<tbody>
<tr>
<td>making rude gestures, e.g. poking tongues or extending the middle finger</td>
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<tr>
<td>repeated teasing</td>
</tr>
<tr>
<td>whispering about someone behind his/her back</td>
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<tr>
<td>passing notes about someone</td>
</tr>
<tr>
<td>imitating someone’s speech or behaviour in a way designed to offend</td>
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<tr>
<td>laughing at someone’s mistakes</td>
</tr>
<tr>
<td>excluding someone from group activities (with or without comment)</td>
</tr>
<tr>
<td>refusing to talk to or notice someone</td>
</tr>
<tr>
<td>passing around nasty gossip with a view to make someone feel bad</td>
</tr>
<tr>
<td>demanding money or services “or else!”</td>
</tr>
</tbody>
</table>

(Alannah and Madeline Foundation, 2021)

**St. Stephen’s School’s Position on Bullying**

At St Stephen’s School, we believe that everybody has the right to feel safe. Therefore, bullying behaviour at St Stephen’s School is unacceptable.

**Policy Implementation**
• Parents, teachers, students and the community will be notified and regularly updated on the school’s position on bullying.
• The school will adopt a four-phase approach to bullying, as follows:

**Phase 1: Primary Prevention**

- **The school** will ensure all staff are aware of the School Wide Positive Behaviour Program. They will be aware of the Tier 1 Universal supports available within St Stephen’s School e.g. redirection to following the school rules.
- Staff members and the principal will participate in professional development activities relating to bullying, harassment and proven counter measures.
- Community awareness and input relating to bullying, its characteristics and the school’s programs and response will be a priority.
- The school will provide social, emotional learning programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving, e.g. “Bounce Back”
- The school will use an action research approach and regularly seek information from parents, staff and students regarding bullying at school. The results to this approach will inform further action.
- Classroom teachers will discuss and clarify the school’s policy on bullying with the children in his/her class at the start of each year and at regular intervals throughout the year.
- The Health Curriculum (Australian Curriculum) taught will align with Daniel Morcombe Foundation Program.
- Play/Activity choices including the St Stephen’s Chat room will be discussed. These have been set up to provide students with supports in learning new social skills.

**Phase 2: Early Intervention**

- **The school** will ensure all staff are aware of the School Wide Positive Behaviour Program. They will be aware of the Tier 1 Universal supports available within St Stephen’s School, e.g. the reinforcement of positive behaviours- classroom meetings, the use of relevant support structures, ongoing monitoring of identified offenders, rewards for positive behaviour.
- The principal and members of staff will remind children about the need to report bullying incidents as part of our student protection procedures.
- Parents will be encouraged to contact the school if they become aware of a problem.
- Public recognition and rewards for positive behaviours and resolutions of problems will be made.
- Investigate use of behaviour tracking and monitoring software.
Phase 3: Intervention

- The school will ensure all staff are aware of the School Wide Positive Behaviour Program. They will be aware of the Tier 2 Targeted supports available within St Stephen’s School e.g. reflective conversations, check in and check out, check and connects.
- Bullying is an inappropriate behaviour which will be managed within the context of the school’s Behaviour Management Policy.
- Once identified, incidents or allegations of bullying will be fully investigated and documented.
- Both bullies and victims will be referred to counselling and support.
- If student bullying persists parents will be contacted and consequences will be discussed and implemented.

Phase 4: Post Violation

- The school will ensure all staff are aware of the School Wide Positive Behaviour Program. They will be aware of the Tier 3 Individualised supports available within St Stephen’s School. E.g. Functional Behaviour Assessments, Individualised Check in/out system, Behaviour Support Plans and Collaborative Problem Solving.
- Consequences for students who are identified as bullies within the school context will be the same as for other serious behaviours, i.e. consequences will be individually based and may involve:
  - exclusion from class.
  - exclusion from the playground.
  - school suspension.
  - withdrawal of privileges.
  - Referral for ongoing counselling from an appropriate agency for both victim and bully.

Evaluation of Policy

This policy will be reviewed with whole staff, student, parent and community input as part of the school’s three-year policy review cycle.

Reference List


Review date: September 2024
UNIFORM & GROOMING POLICY

At St Stephen’s School, students are expected to maintain a high standard of dress and grooming which:

- Presents an appropriate image of our school to the broader community and to each other.
- Supports a positive atmosphere where study and learning can flourish.
- Promotes school unity and pride.

IMPLEMENTATION OF THE UNIFORM & GROOMING POLICY

1. Students and parents should note the following:
   - Uniforms should be clean, tidy and in good repair.
   - Formal uniform must be worn on Mondays and Fridays (with the exception of interschool/representative sport). Formal uniform can also be worn on other days except PE days.
   - PE uniform is to be worn on allocated PE day and is optional attire on Tuesdays, Wednesdays and Thursdays. PE uniform should be worn when participating in interschool sport and/or representative sport.
   - Senior shirts may be worn Tuesdays, Wednesdays and Thursdays and when representing St Stephen’s School at sporting events. It is compulsory for all Year 6 students to purchase a senior shirt.
   - Hair should be clean and tidy. Hair longer than collar length must be tied back with red, navy blue or white accessories.
   - Extreme hairstyles, which draw attention to the student through cut, colour, additive products, etc., are not permitted (Mohawk haircuts, rat tails, undercuts, tracks, mullets and other similar cuts are not permitted).
   - Fingernails must be clean, well trimmed and unpolished.
   - Acceptable jewellery is: a simple watch (No smartwatches), chain with cross or Christian religious symbol, signet ring and plain gold or silver sleepers or studs (No birthstones, pearls, diamonds etc.). Students are permitted one earring per ear lobe (must be a pair), and no other piercings permitted.
   - Each item of clothing must be clearly named.
   - Shoes are to be all black leather or leather look. No canvas, hightops or white soles. Mary Jane style shoes can be worn with the formal uniform on non-PE days.

2. Students who are in breach of the school’s uniform and grooming standards will be:
   - Given a verbal reminder by a St Stephen’s staff member.
   - If the issue is not resolved (within 5 days), an email will be sent to parents by the classroom teacher.
   - If corrections are not made, Leadership will follow up.

3. Students, with the support of their Parents/Caregivers must adhere to the Uniform and Grooming Policy and regulations.

4. The final decision regarding the standard of grooming and uniform wear rests with the school principal or the principal’s nominee.

ST STEPHEN’S SCHOOL

(All items marked with an asterisk must be purchased from The School Locker, Oxley)
FORMAL UNIFORM

**Girls**
* Blue checked dress or
* Blue checked blouse with
* Navy blue culottes or navy blue shorts
* Blue socks with red stripes
* Navy blue hat with house colour on reverse
* Raincoat

**Boys**
* Blue checked shirt with
* Navy blue shorts
* Blue socks with red stripes
* Navy blue hat with house colour on reverse
* Raincoat

**Red, blue and white headwear e.g. ribbons and headbands**

*Suggestion:*
* Navy blue cotton sports briefs or
* Navy blue bike pants to wear under dress

INFORMAL/SPORTS UNIFORM

**Girls**
* Blue sports polo shirt
* Navy blue shorts or navy blue culottes
* Blue socks with red stripes
* Black joggers
* Navy blue hat with house colour on reverse
* Senior shirt for Year 6 students

**Boys**
* Blue sports polo shirt
* Navy blue shorts
* Blue socks with red stripes
* Black joggers
* Navy blue hat with house colour on reverse
* Senior shirt for Year 6 students

PREP WEAR

**Girls**
* Red and navy polo shirt
* Navy blue shorts or navy blue culottes
* Blue socks with red stripes
* Black joggers
* Navy blue hat with house colour on reverse
* Raincoat

**Boys**
* Red and navy polo shirt
* Navy blue shorts
* Blue socks with red stripes
* Black joggers
* Navy blue hat with house colour on reverse
* Raincoat

WINTER WEAR

**Girls**
* Navy blue track pants
* school jacket
* school jumper
* Navy blue tights

**Optional:**
* Navy blue, red or white shirt underneath the school uniform.

**Boys**
* Navy blue track pants
* school jacket
* school jumper

**Optional:**
* Navy blue, red or white shirt underneath the school uniform.
<table>
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<th>Prep Week 1</th>
<th>Start Time</th>
<th>Finishing Time</th>
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<td>Tuesday 24 January 2023</td>
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<tr>
<td>Wednesday 25 January 2023</td>
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PREPARING YOUR CHILD FOR PREP

1. Toilet Training: can dress and undress
can wipe own bottom
can push button on toilet
can wash and dry hands

2. Name: answers to first name
knows surname
recognises first name in written form

3. Has knowledge of formalities such as saying Hello, Goodbye, Please, Thank you.

4. Is able to separate easily from parents, i.e. trusts that Mum/Dad will return.

5. Help your child practise:
   opening and closing his/her lunch box
   packing and unpacking Prep bag including zips and clips
   putting on and taking off shoes and socks
   putting on raincoats

6. Rhyming is a very important skill you can practise with your child. Read lots of books that have rhyming words in them and teach your child nursery rhymes. A child’s ability to rhyme is a good indicator of future reading success.

7. Visual perception activities such as spot the differences, or find the hidden shape/object books (e.g. “Where’s Wally” & “I Spy”), balloon patting/bouncing, lotto games, bingo (using shapes and pictures) and puzzles are all good experiences for your child in preparation for Prep.

YOUR CHILD WILL NEED:
(All items are compulsory requirements.)
1. A clearly named, school size bag/backpack - large enough to carry all belongings.
2. A St Stephen’s School hat, clearly named inside.
3. A St Stephen’s Prep Uniform:

PREP WEAR

Girls
* Red and navy polo shirt
* Navy blue shorts or navy blue culottes
* Blue socks with red stripes
* Black joggers
* Navy blue hat
* Raincoat
* Red, blue and white headwear e.g. ribbons and headbands

Boys
* Red and navy polo shirt
* Navy blue shorts
* Blue socks with red stripes
* Black joggers
* Navy blue hat
* Raincoat

WINTER WEAR

Girls
* Navy blue track pants
* Navy blue and red school jacket
* Navy school jumper
* Navy blue tights

Boys
* Navy blue track pants
* Navy blue school jacket
* Navy blue school jumper

Optional:
Navy blue, red or white shirt underneath the school uniform.
4. A spare set of clothes and underwear to be kept in a plastic bag inside their school bag at all times.

5. A lunch box or cooler bag with ice pack.

6. A water bottle with pop-top style lid. **Please do not fill these bottles with cordial or juice.**
   If you wish, you can send a small fruit juice popper with your child’s lunch. (No cans or bottles please)

7. A raincoat (no umbrellas)

Please name every item your child brings to Prep using a permanent marker (including every sock and every shoe). Use lower case letters not capitals; e.g. John Smith - not JOHN SMITH. (Refer to correct script at the back of this handbook).

There are a number of other items your child will need at Prep. These are covered by a levy, which is included in your school fees account. All of these items will be given to your child as part of the Prep Program, as and when required, e.g. tissues, drawing materials, display folder and etc.

**FOOD & DRINK**

From an early age children learn healthy eating habits. We promote a healthy eating policy at St. Stephen’s Prep for the benefit of your child’s health.

Please refrain from sending: chocolate (or chocolate coated items), cakes, lollies, dessert snacks, flavoured milk, soft drinks, roll-ups.

**BREAKS**

**Fruit Snack**

Please provide a fresh fruit or vegetable snack for your child every day e.g. a banana, apple or carrot sticks.

**First Break**

Please pack a nutritious lunch in a lunch box or cooler bag with an ice pack to keep food cool. Healthy suggestions for lunch include: a sandwich or roll (with meat, salad and cheese fillings), pasta, salads, fresh/dried fruit.

Please note that staff members are unable to re-heat children’s lunches.

**Second Break**

Please pack a small healthy snack such as a piece of fruit (pre-cut), crackers, cheese, vegetable sticks, muesli bars or sultanas.

**BIRTHDAYS**

We celebrate your child’s birthday within our cohort by singing to them and presenting them with a birthday certificate. Our teachers will make your child feel special on this day. We ask that you do not bring food items or gifts to share with other students.
PARENT PARTICIPATION

Parents are encouraged to spend time with us at Prep to be part of our program. You may like to offer your talents or special skills or help out with group work and organised learning experiences.

Opportunities to assist in the classroom will occur in mid-Term 1 and Terms 2, 3 and 4. Assistance is appreciated for programs, Literacy activities and special events.

Please don’t hesitate to come and help. You are an invaluable part of our Prep!

Please note: All parent helpers/volunteers are required to undertake the BCE Student Protection and Volunteer Training prior to helping or volunteering their time at our school. For more information, please see the “Volunteering at St Stephen’s School” section in this Parent Handbook.
Queensland Beginner’s Alphabet Script

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NOTE:
DOWNLOAD AND ADD MOST CURRENT ‘TIME OUT’ POSTER