



Redbank Plains
State High School
Learning First... Leading Tomorrow!

2026

Student Leadership Handbook



**Leading, Educating, Aspiring
to make a Difference**

LEAD

LEADING, EDUCATING, ASPIRING TO MAKE A DIFFERENCE

Content

Overview 03

Student Agency 04

Election Process 05

Expectations 09

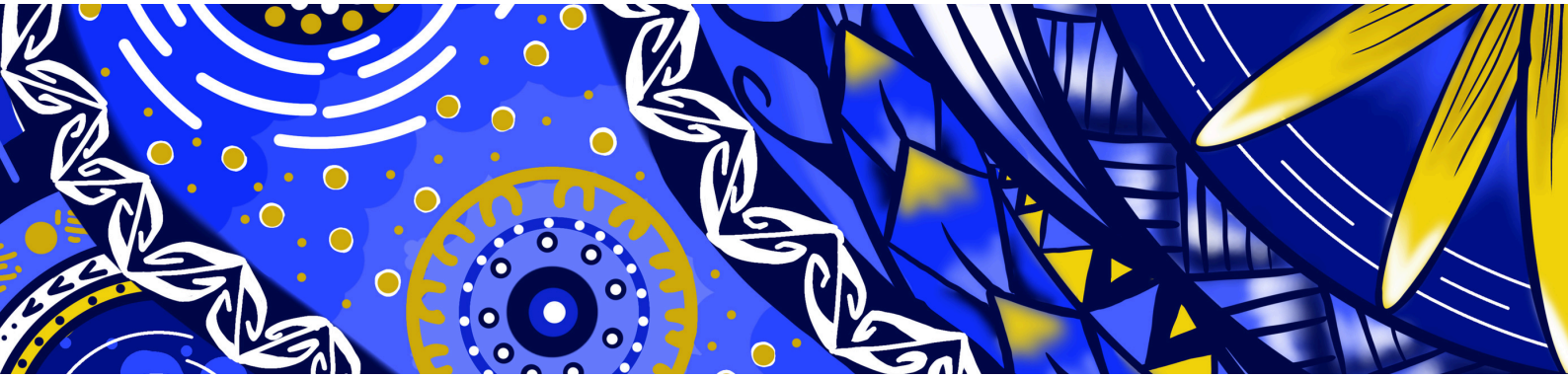
Representation 10

Roles and Responsibilities 11

Leadership Development 16

Leadership Agreement 17

Student Leadership



Redbank Plains State High School and Leadership Overview

At Redbank Plains State High School, we prioritise the development of student leaders as an essential part of building a community of inspired, confident and empowered learners. We believe that by providing authentic opportunities for students to take on leadership roles, they not only enhance their own skills but also contribute to the collective growth and success of our school community.

Aligned with our mission to create rewarding learning opportunities in a safe, respectful environment for all students, our leadership program enables students to develop vital skills such as communication, problem-solving, and decision-making. These skills empower students to thrive in their future endeavours and to positively influence the communities they are part of.

Our leadership structure ensures that opportunities are available at every stage of schooling, from junior through to senior years. This inclusive approach reflects our school values of respect, integrity, diversity, and unity, encouraging all students to step forward, embrace challenges, and realise their leadership potential in ways that are meaningful to them and beneficial to others.

Vision

A community of inspired, confident and empowered learners.

Mission

To create rewarding learning opportunities in a safe, respectful environment for all students

Values

Respect
Integrity
Diversity
Unity

Student Voice and Agency

Student Voice is not only about listening to students, but also about responding to what has been said in a respectful and inclusive way. Student agency is when students are engaged in making decisions about their learning. Student participation builds further on student agency by enabling students to share in decision making and implementation. Our Student Leadership team works closely with their peers to listen and endorse strategies developed by students to improve their school.



Student agency is founded in the belief that students have the ability and the will to influence positively their own lives and the world around them.

When students develop agency they rely on motivation, hope, self efficacy and a growth mindset, which supports each individual. At Redbank Plains State High School, where we celebrate diversity, student voice helps to build cultural competency as young people are invited to speak in a safe and welcoming place.



Election Process

Each year Redbank Plains State High School elects student leaders to represent the school and cohorts for the following year as per the below guides:

Year 12 Leaders

Date	Event
Term 3, Week 3	Expressions of Interest called (via Forms)
Term 3, Week 5 Tuesday 12 th August	All interested students participate in a full day workshop hosted by external organisation
Term 3, Week 7	Nominations Close
Term 3, Week 8	Student Leadership Speeches
Term 3, Week 9	Student and Staff Voting
Term 3, Week 9/10	Leadership Interviews
Term 4, Week 7	Announcement of Student Leaders at Senior Academic Awards Night



Election Process

Each year Redbank Plains State High School elects student leaders to represent the school and cohorts for the following year.

Year 9-11 Leaders

Date	Event
Term 3, Week 8 On Year Level Assembly	Expressions of Interest called (via Forms)
Term 3, Week 10	All interested students participate in a half day workshop hosted by an external organisation
Term 4, Week 1	Applications Open
Term 4, Week 3	Applications Close
Term 4, Week 5	Staff and Student Voting Interviews
Term 4, Week 8	Announcement of Elected Leader to Cohort
Term 1, Week 4	Full School Induction



Election Process

Each year Redbank Plains State High School elects student leaders to represent the school and cohorts for the following year.

Year 7 (into 8) Leaders

Date	Event
Term 2, Week 5	Access Lesson - Being a Leader at RPSHS
Term 2, Week 5	Applications Open
Term 2, Week 7	Applications Close
Term 2, Week 8/9	Student and Staff Voting Interviews
Term 2, Week 10	Announcement of Elected Leaders to Cohort
Term 3, Week 2	Full School Induction



Election Process

Each year Redbank Plains State High School invites students to join leadership sub groups. REAL Council members are elected for one year. Welcoming Committee Members are selected and start Term 4 of one year and finish in Term 3 of the next.

REAL Council

Date	Event
Term 1, Week 2	Year Level Assembly Presentations Applications Open
Term 1, Week 3	Applications Close
Term 1, Week 4	Mini Meetings to assess suitability
Term 1, Week 5	REAL Council Meeting

Welcoming Committee

Date	Event
Term 3, Week 6	Year Level Assembly Presentations Applications Open
Term 3, Week 8	Applications Close
Term 3, Week 10	Induction and Expectations
Term 4, Week 1	Take over from Previous Committee



Expectations

As a student leader, you are expected to uphold the REAL expectations of the school at all times. Persistent failure to comply with school processes/ values will result in a review of your leadership position.

RESPECT

- Wearing correct uniform at all times
- Demonstrating positive behaviour
- Employing positive and clear communication skills including acceptable language
- Demonstrating respect for all students, staff and community members

EXCEL

- Be assertive role models setting standards for all students to aspire to
- Upholding the REAL values to maintain the school image
- Encourage others to uphold the same values
- Establishing and maintaining an active, visual presence
- Active involvement in activities

ATTEND

- Meeting school attendance expectations
- Attendance at relevant school events - even if not running them - to show support for peers
- Attend all scheduled meetings
- Attend all scheduled L,E.A.D workshops

LEARN

- Be self motivated with your learning
- Display initiative
- Be organised, submitting all assessments and balancing studies with your leadership commitments



Key Qualities Needed

- **Communication** – able to listen, share ideas clearly, and speak on behalf of others.
- **Reliability** – committed to following through on responsibilities.
- **Teamwork** – works well with students, staff, and the wider community.
- **Leadership** – to motivate and supports peers, while being a positive role model.
- **Confidence** – willingness to be comfortable with public speaking and representing the school.





Representation

****Maximum Number of Positions***
All Positions dependent on suitable applicants*

Senior Positions

- 4 School Captains
- 1 Cultural Captain
- 1 REAL Captain
- 2 Sports Captains
- 4 House Captains
(Eagles, Scorpions, Dragons, Bulls)
- 2 Arts Captains and 1 Band Captain
- 2 First Nations Captains
(1 Male/1 Female)

Year 10-11

- 1 Cohort Captain
- 1 Cohort Vice Captain
- 4 House Captains
(Eagles, Scorpions, Dragons, Bulls)
- 1 REAL Captain
(Delegate on the REAL Council)

Year 9

- 1 Cohort Captain
- 1 Cohort Vice Captain
- 4 House Captains
(Eagles, Scorpions, Dragons, Bulls)
- 1 REAL Captain
(Delegate on the REAL Council)
- 2 Junior First Nations Captains
(1 Male/1 Female)

Year 7-8

- 2 Cohort Captains
- 2 Cohort Vice Captains
- 1 REAL Captain
(Delegate on the REAL Council)



Roles and Responsibilities

The leadership team has a strong connection with coordinating our leadership bodies. The leadership bodies consist of:

School Captains - Senior Leaders

School Captains and Vice Captains are the public face of the school and represent the student body within the school and the wider community. They lead the student leadership group and help facilitate leadership opportunities with their fellow leaders across Years 7-12.

Roles and Responsibilities include

- Students will speak at whole-school assemblies, year-level parade, and community events
- Students will represent the school at official functions, including Academic Awards and Graduation
- Students will work closely with the the Dean, Senior Schooling, Deputy Principal and Marketing Coordinator
- Students will build strong relationships with members of the school and wider community
- Students will support and mentor other school leaders
- Actively seeks input and voice of the student body

Cohort Captains and Cohort Vice Captains

Cohort Captains/ Vice Captains are the public face of their cohort and represent the student body within the school and the wider community.

Roles and Responsibilities include

- Students will speak at year-level assemblies when required
- Students will work closely with their Dean, Deputy and Student Leadership Coordinator
- Students will build strong relationships with members of the school and wider community
- Students will support and mentor other school leaders
- Actively seeks input and voice of the student body



Roles and Responsibilities

The leadership team has a strong connection with coordinating our leadership bodies. The leadership bodies consist of:

Cultural Captain (Senior Leadership Group)

The Cultural Captain is responsible for overseeing the spirit and culture of the whole school population. They work with the Senior Leadership Group in particular the First Nation Captains to oversee key events, such as Harmony Day, Cultural Nights, Nerima School visits and First Nation Events etc.

Roles and Responsibilities include

- Contributing to the communication, organisation of and participation in upcoming events
- Manage and promote performances and cultural displays for assemblies and withing the school community
- Liaise with the EALD HOD, Pacific Islander Liaison Officer (PILO), African Liaison Officer (ALO), Community Education Counsellor (CEC), Community Liaison Officer (CLO) and other Support Staff regarding school participation in and representation at key events
- Where possible, provide opportunities for students to learn about culture.
- Work with student leaders to support school events
- Actively seeks input and voice of the student body

REAL Captain (Senior Leadership Group)

The REAL Captain is responsible for chairing the REAL Council and oversees the Year 7-11 REAL Captains (delegates on the REAL Council)

Roles and Responsibilities include

- Attend and Chair Meetings of the REAL Council
- Liaise with the Student Leadership Coordinator for upcoming events and meetings
- Meet with Cohort REAL Captains to establish a meeting agendas
- Present to Whole School on upcoming events
- Actively seeks input and voice of the student body



Roles and Responsibilities

The leadership team has a strong connection with coordinating our leadership bodies. The leadership bodies consist of:

First Nations Captain (Senior Leadership Group)

The First Nations Captains are responsible for overseeing First Nation activities and celebrations within RPSHS - including but not limited to NAIDOC Week, Reconciliation Action and other significant First Nation events.

Roles and Responsibilities include

- Contributing to the communication, organisation of and participation in upcoming events
- Manage and promote performances and cultural displays for assemblies and within the school community
- Liaise with Community Education Counsellor (CEC), Artie and Beyond Bronocs representatives regarding school participation in and representation at key events
- Encouraging leadership within the Indigenous student community
- Where possible, provide opportunities for students to learn about culture.
- Work with student leaders to support school events
- Actively seeks input and voice of the student body

Junior First Nations Captain (Year 9)

The Junior First Nations Leader should work directly with the Senior First Nations Leaders to actively promote First Nation culture at RPSHS

Roles and Responsibilities include

- Contributing to the communication, organisation of and participation in upcoming events
- Promote performances and cultural displays for assemblies and within the school community
- Encouraging leadership within the Indigenous student community
- Where possible, provide opportunities for students to learn about culture.
- Actively seeks input and voice of the student body



Roles and Responsibilities

The leadership team has a strong connection with coordinating our leadership bodies. The leadership bodies consist of:

Sports Captain (Senior Leadership Group)

Sports Prefects oversee the House Captain across the year level groups and work closely with the HPE Department to facilitate upcoming events and activities.

Roles and Responsibilities include

- Present the Sports Report on Full School Assembly
- Work closely with HPE Department and Sports Coordinator to facilitate Sport at RPSHS
- Be an active presence within Sport at RPSHS including representing the school at sports carnivals (swimming, cross country, athletics) as well as Gala Days
- Oversee the House Captains and support them to deliver successful activities for students
- Work with Sports Coordinator to deliver the Sports Awards Ceremony
- Actively seeks input and voice of the student body

Arts/ Band Captains (Senior Leadership Group)

Where possible, there will be 2 Arts captains - a Visual Arts Captain and a Performing Arts Captain and a Band Captain

Roles and Responsibilities include

- Presents Arts Reports on Full School Assemblies
- Work with the Arts HOD to promote the Arts within RPSHS and the wider community
- Assist with the planning, promoting and running of events including Arts Showcase
- Be a representative of the Arts through participation in extra curricular activities
- Attend all major Arts events such as Anzac Day, Arts Showcase, Drama Night, Visual Arts Show Case etc.
- Band Captain - be an active member of the Instrumental Music Program and Band Program
- Actively seeks input and voice of the student body



Roles and Responsibilities

The leadership team has a strong connection with coordinating our leadership bodies. The leadership bodies consist of:

House Captains (Year 9-12)

House Captains are responsible for House Spirit and promoting active participation in House related events such as the Big 3 Sports Carnivals other House Spirit activities.

Roles and Responsibilities include

- Working with the Sports Prefects and HPE Department to promote sport and events at RPSHS
- Be an active presence within RPSHS including representing and assisting the school at events (including swimming, cross country, athletics)
- Work with the Year 10 Dean to develop and promote House Spirit Activities
- Work with the other year level house captains to hype, promote and encourage house spirit within your cohort and across the school
- Actively seeks input and voice of the student body

REAL Captains (Year 7-11)

REAL Captains are automatic delegates of the REAL Council and work closely with the REAL Prefect and members of the REAL Council to represent the student body.

Roles and Responsibilities include

- Attend REAL Council Meetings and scheduled REAL Captain Sessions
- Promote REAL Council Activities on year level assemblies
- Actively participate in REAL Council activities
- Actively seeks input and voice of the student body



Leadership Bodies and Representation

The leadership team has a strong connection with coordinating our leadership bodies. The leadership bodies consist of:

The REAL Council (Student Representative Council)

The REAL Council is made up of a Student Chair (Year 12 REAL Captain), a REAL Captain from each cohort (5 total) along with students who have nominated to be a part of council. Students meet once a term to feedback priorities and projects. The group works closely with the Leadership Coordinator (who oversees the REAL Council) and Senior Deputy Principal. This group is responsible for identifying school-based change, implementing strategies to improve school culture and projects to improve the school by fundraising and raising awareness of important causes.

The Welcoming Committee

Starting at a new school can feel overwhelming, and the Welcoming Committee exists to make that transition easier. Members of this committee help new students feel comfortable, learn how the school works, and settle in quickly.

The Welcoming Committee is responsible for

- Students will meet new arrivals at the Student Office and work with the Leadership Coordinator and Student Office staff.
- Students will give a tour of the school, setting a positive example and showing school spirit.
- Students will answer questions about classes, activities, and school routines in a clear and friendly way.
- Students will be supportive, patient, and inclusive—helping new students feel cared for and confident in their new environment.
- Student on the welcoming committee need to make themselves available for follow up support should new students wish to seek further support.



Leadership Development

Our leaders undertake leadership skill development in order to promote school culture and engagement. Throughout their leadership they will have opportunities to learn how to lead and demonstrate leadership.

L.E.A.D Program (Leading, Educating, Aspiring to make a Difference)

A dynamic leadership program designed to develop and inspire student leaders across Years 7-12. Aligned with our endorsed Strategic Plan, this program will foster student self-efficacy, resilience, and a growth mindset—equipping students with the confidence and skills to lead both within and beyond the school community.

By uniting cohorts and strengthening leadership pathways, the program aims to empower students to make a meaningful difference. This program seeks to change that narrative, instilling self-belief and ambition that extends to tertiary education and career aspirations.

Empowering the Student Voice, this program encourages emerging leaders to step forward, take initiative, and inspire change.

Leading, Educating, Aspiring to make a Difference.

✓ **Empower the student voice**

✓ **Enhance student self efficacy**

✓ **Teach leadership skills and build opportunities to demonstrate them**

✓ **Increase self confidence**

✓ **Build future capacity to strengthen the leadership qualities of students**



Leadership Agreement

Program Purpose

To empower students to become influential and compassionate leaders by developing courage, integrity and a commitment to positive relationships and responsible action.

Program Values

As a student leader, I will uphold these values:

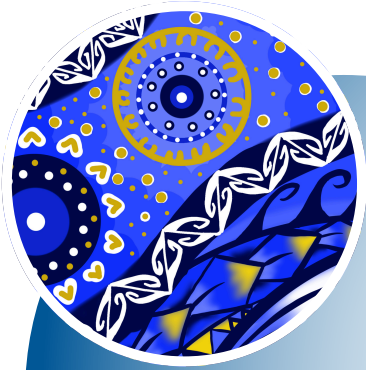
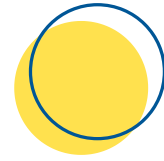
- **Respect** – I will treat others with dignity and value their perspectives.
- **Unity** – I will foster collaboration and a sense of belonging.
- **Diversity** – I will celebrate and learn from different backgrounds and experiences.
- **Integrity** – I will act honestly and with strong moral principles.
- **Courage & Commitment** – I will face challenges bravely and remain dedicated to my goals.
- **Adaptability & Resilience** – I will embrace change with flexibility and perseverance.
- **Compassion & Cooperation** – I will show empathy, kindness, and work respectfully with others toward shared goals.
- **Influence & Role Modelling** – I will inspire and uplift others by leading through example.
- **Discipline & Responsibility** – I will demonstrate focus, self-control, and accountability.

Agreed Leadership Behaviours

As a Student Leader, I agree to:

- Speak and act with honesty and integrity.
- Support others with empathy and compassion.
- Stay committed to our goals, even during challenges.
- Adapt positively to change and uncertainty.
- Build strong relationships based on trust and cooperation.
- Be courageous in sharing ideas and standing up for what matters.
- Lead by example and use my influence for good.
- Demonstrate discipline in my actions and choices.

LEAD
LEADING, EDUCATING, ASPIRING TO MAKE A DIFFERENCE



Redbank Plains
State High School
Learning First... Leading Tomorrow!

