



Student Discipline Policy

Source of Obligation

The NSW Registration Manual requires that a registered non-government school must have policies relating to discipline of students attending the school that are based on principles of procedural fairness and do not permit corporal punishment of students.

Discipline Policy

Every student has the right to a learning environment free from bullying and intimidation and to feel safe and happy at school. They also have the right to be treated fairly and with dignity.

Discipline is necessary to ensure the safety and welfare of all students and staff and to provide a conducive learning environment.

This Policy sets the framework through which Cranbrook School manages student discipline.

Strategies to Promote Good Discipline

Cranbrook School seek to develop a culture of positive discipline by setting clear expectations of students and encouraging positive behaviour. Strategies for developing this culture include:

- clearly setting behaviour expectations;
- establishing specific teaching and learning programs;
- communicating expectations with the wider School community;
- acknowledging positive behaviours in a range of ways from informal verbal acknowledgement through to structured merit awards; and
- maintaining records with respect to student behaviour.

Prohibition of Corporal Punishment

It is the School's policy that:

- Cranbrook School prohibits corporal punishment; and
- Cranbrook School does not explicitly or implicitly sanction the administering of corporal punishment by non-school persons, including parents, to enforce discipline at the School.

The use of any corporal punishment by a staff member is strictly prohibited. Any staff member who breaches this rule will be subject to disciplinary proceedings, which may include dismissal.

Procedural Fairness

Students have a right to procedural fairness in dealings that involve their interests. This includes disciplinary decisions.

The principles of procedural fairness include the right to:

- know what the rules are, and what behaviour is expected of students;
- have decisions determined by a reasonable and unbiased person;
- know the allegations that have been made, and have the opportunity to respond to them;
- be heard before a decision is made; and
- to have a decision reviewed (but not so as to delay an immediate punishment).

The Rules and the Expected Standard of Behaviour

Students are expected to abide by the rules of the School, and the directions of staff.

Examples of written rules that students are expected to follow are dealt with in:

- Code of Responsibilities and Standards of Behaviour for Students
- Bullying Prevention and Intervention Policy
- Drugs Policy - Student
- Uniform Policy

Consequences

There are a range of consequences students may face if they breach School Rules, or are disobedient. These include:

- warnings or reprimands (verbal and written);
- time outs;
- clean up duties;
- cancellation of privileges;
- withdrawal from School activities;
- lunch time detentions;
- after school detentions;
- Saturday detentions;
- exclusion from class;
- suspension; and
- expulsion.

A decision to suspend or expel a student may only be made by the Head of School.

Procedures for Suspension, Expulsion and Exclusion

Cranbrook School has developed specific procedures that must be followed when considering the suspension or expulsion of a student. Refer to the Suspension and Expulsion Procedures.

Individual Behaviour Management Plan

Where the level of misbehaviour is considered by the School in its absolute discretion to be significant, individual behaviour management plans may be made.

Plans will be negotiated between School staff, students and parents, and will consider the student's:

- age;
- developmental needs; and
- behavioural context.

Desired behaviour/goals of the student will be clearly described. The plan will outline changes required to the learning environment to support the student to modify their behaviour.

The School will refer the student to other support available and review, assess, change and modify the plan as needed.

Implementation

This policy is implemented by:

- staff training and professional development opportunities in behaviour management;
- communicating this policy to the School community; and
- monitoring the effectiveness of the policy.

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