

Student Discipline Policy

Source of Obligation	The NSW Registration Manual (3.7.1 and 3.7.2) requires the School to have policies relating to discipline of students attending the School that are based on principles of procedural fairness and that 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 our students, teachers and staff and to provide a conducive learning environment. This policy sets the framework through which The Armidale School manages student discipline.
Strategies to Promote Good Discipline	The School seeks 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 • maintaining records with respect to student behaviour.
Prohibition of Corporal Punishment	It is our policy that: • we prohibit corporal punishment • we do 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 of students to: • know what the rules are and what behaviour is expected of them • have decisions determined by a reasonable and unbiased person • be informed of, and have an opportunity to respond to, any allegations against them • be heard before a decision is made • have a decision reviewed (but not to delay an immediate punishment). The Armidale School is committed to ensuring procedural fairness when disciplining a student.
School Rules and Expected Standards of Behaviour	Students are expected to abide by the rules of the School, and the directions of teachers and staff. Examples of written rules that students are expected to follow are dealt with in: Student Code of Conduct School Rules and Regulations Anti Bullying Policy Drugs - Illicit (Student Use Of) Smoking and Vaping Policy
Consequences	There are a range of consequences that students will face if they breach School rules or are disobedient. These include: • week day or weekend detentions • warnings or reprimands (verbal or written) • time outs • clean up duties • cancellation of privileges • withdrawal from School activities • lunch time detentions • after school detentions • Saturday detentions • suspension • expulsion • exclusion.

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

Disciplinary Council and Restorative Justice System

For serious behavioural or disciplinary issues, a School Disciplinary Council will be convened for serious behavioural issues that may result in the suspension of a student.

The Disciplinary Council is chaired by the Director of Pastoral Care, who calls for volunteers from the teaching staff and prefect body to attend a meeting, together with the student. The purpose of this meeting is to collectively make a recommendation to the Deputy Head of School regarding a suitable punishment.

The student in question is accompanied by their Advisor to the meeting, who acts as their advocate.

During the council meeting, all aspects of the incident are considered and a recommendation is made to the Deputy Head of School. The Deputy Head of School then communicates the decision to the student and to the student's parents.

In the event a suspension is warranted, a follow up letter is sent to the student's parents.

If a suspension is not warranted, the student's parents are informed by phone of the student's behaviour, what disciplinary action will be taken, and whether a restorative justice process will be implemented.

Individual Behaviour Management Plan

Where the level of misbehaviour breaches the School's Code of Conduct, individual behaviour management plans may be made.

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

- age
- developmental needs
- behavioural context.

The desired behaviour 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.

Teachers' Responsibilities

To support teachers in attaining and maintaining Proficient Teacher accreditation, the School encourages teachers to take responsibility for managing challenging behaviour by establishing and negotiating clear expectations with students and addressing discipline issues promptly, fairly and respectfully.

To support experienced teachers in attaining and maintaining Highly Accomplished Teacher accreditation, the School encourages experienced teachers to take responsibility for developing and sharing with their colleagues a flexible repertoire of behaviour management strategies using expert knowledge and workplace experience.

To support highly experienced teachers in attaining and maintaining Lead Teacher accreditation, the School encourages highly experienced teachers to take responsibility for leading and implementing behaviour management initiatives to assist their colleagues to broaden their range of strategies.

Implementation

This policy is implemented through:

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