



A Co-educational Christian Day and Boarding School

Discipline Policy

Policy Statement

St Paul's College seeks to be a place of physical, social and psychological safety for all, and where caring, cooperative and respectful relationships contribute to a secure and supportive community.

Where a student disregards rules, disobeys instructions, or otherwise engages in conduct which causes or may cause harm, inconvenience or embarrassment to the College, staff or other students, the students may be subject to disciplinary action such as detention, suspension, or discontinued enrolment (expulsion).

This Discipline Policy seeks to inform and guide the College community on how it will discipline students through the implementation of detention, suspension or discontinued enrolment (expulsion). St Paul's College will not discount students from other schools as part of its disciplinary processes.

Processes of suspension and discontinued enrolment (expulsion) will be applied for any illegal activity and for serious breaches of expectations. The objective of suspension is to change behaviour. Students on suspension will continue to be supported by the College. Processes and decisions to suspend or discontinue enrolment will be supported with opportunities for pastoral support, restorative conversations, and reintegration processes.

The College expressly prohibits corporal punishment of any kind by staff, or any member of the College community, at the College.

Rationale

The purpose of this policy is to provide clarity and information on the detention, suspension & discontinued enrolment (expulsion) of students who fail to meet College expectations.

A serious breach of expectations may be defined as an act or pattern of behaviour that:

- seriously undermines the values and ethos of the College
- is non-compliant with the Positive Behaviour Framework
- brings the College into disrepute
- either actually or potentially threatens the safety of any student, staff member, parent or visitor
- consistently and deliberately fails to comply with fair and reasonable instructions from staff members
- consistently and/or deliberately interferes with the educational opportunities and endeavours of other students

Related Policies and Procedures	Enrolment Policy Grievance (Complaints) Policy Student Wellbeing Policy Responding to students with special needs Positive Behaviour Framework Procedures for detention, suspension & discontinued enrolment, (expulsion)
Legislation	Anti-Discrimination Act 1977 (NSW) Civil Liability Act 2002 (Duty of Care)
Key Relationships/People	Principal Deputy Principal (Students) Teachers

Principles

Our accepted rules for action in the discipline of students include:

1. Ensuring procedural fairness: sometimes described as the hearing rule and the right to an unbiased decision

The hearing rule includes the right of the person against whom an allegation has been made to:

- *know the allegation and any other information*
- *know the process by which the matter will be considered*
- *respond to the allegation*
- *know how to seek a review of the decision made in response to the allegation*

The right to an unbiased decision includes the right to:

- *impartiality in an investigation and decision making*
- *an absence of bias by a decision-maker*

2. Decision-making within the context of College values
3. Complying with antidiscrimination laws
4. Focusing on the wellbeing of the student
5. Reporting criminal offences to Police
6. In collaboration with parents, removing a student for a period of time from school (not considered suspension)

Responsibilities

1. College Board - to approve this policy
2. Principal – to ensure all actions and procedures relate to, and comply with, College policy
3. College Staff - to ensure all actions and procedures relate to, and comply with, College policy

Review

This policy may be reviewed before the review date in response to relevant changes, or as requested by the Principal or College Board.

Approved by College Board: March 2022

Review Date: March 2025