



## DISCIPLINE POLICY

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March 2022	New Document		December 2023
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## **DISCIPLINE POLICY**

### **Policy Objective**

To ensure each child's right to a safe learning environment and that children have a right to be treated fairly and with dignity.

This policy is aligned to our Student Behaviour Policy and sets the framework through which Esslemont College manages student discipline. Our School seeks to develop a culture of positive behaviours by setting expectations of students and encouraging positive behaviour as described in this document.

**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 Esslemont College. The use of any corporal punishment by a staff member is strictly prohibited.

Strong spiritual values and ethical standards underpin all discipline in the school. Students will be encouraged to have high standards and action is taken if standards are not kept. Parents will be kept informed at appropriate points in the discipline process.

The aim is for a student to ultimately become a self-disciplined adult. The transfer from imposed discipline to self-discipline is encouraged from Kindergarten through to the upper years.

All discipline matters will seek to be reconciliatory by emphasizing the need for genuine expressions of remorse from the offender to the offended with reciprocal expressions of forgiveness by both the offended and the others involved when a relationship must be restored.

### **SCHOOL/PARENT CONTACT**

Cooperation and close contact between school and home are regarded as being essential to the task of educating the child. The first point of contact for a parent is the class teacher as per the Complaints Policy and Guidelines. Class teachers will contact parents with any issues of concern with their children.

### **RIGHTS, RESPONSIBILITIES, RULES, and ROUTINES**

At Esslemont College we believe that all members in the School community have rights. A right can be seen as a reasonable expectation of what ought to be. However, a right can only be enjoyed when people are acting responsibly. Therefore, there is a need for rules, order, and discipline when rights are infringed. Students should learn that mutual rights are essential if we are to cooperate with one another at school and enable a positive teaching, learning and social environment to exist.

Effective behaviour management is essential to the smooth running of a school and to the creation of an environment where everyone's rights and responsibilities are addressed. A balance between fundamental rights and responsibilities is at the heart of behaviour management.

### **Esslemont College Plan**

Good discipline is necessary to create a quality learning environment free from bullying, harassment, and intimidation, where students feel safe and secure. During initial planning sessions for the 2023 school year the staff of the school consulted and developed procedures, specific to the school, outlining:

- strategies to promote good discipline.
- school rules and expected standards of behaviour.
- strategies for procedural fairness.
- consequences and
- strategies for developing individual behaviour management plans where required.

These general strategies were to base this consultation on.

#### **1. Rules**

The School will ensure it develops its behaviour expectations (boundaries) for each area of the School (classrooms, playground, at the canteen, in the library etc)

#### **2. Consequences**

The School may consider a level system for some students in addition to what is outlined in the Student Behaviour document if required.

#### **3. Teacher's role**

The School encourages its teachers to:

- give positive recognition of the appropriate behaviours and work of students.
- correct any minor recurring difficulties in behaviour with appropriate class level management.
- involve colleagues and students and their families in the celebration of children's achievements.
- keep records of Notices of Concern for the students in their class on the class record.
- outline strategies and management tactics to help the child.
- speak with the parents of the misdemeanours and inform them that a demonstrated improvement in behaviours is strongly advised.

#### **4. More serious behaviours**

If behaviours are of a level that they impact the safety of other students, staff or community members, then the School's Suspension and Expulsion Policy and Procedures may be applied. The Principal will work with parents to formulate a plan for return to school through a series of manageable behavioural goals. If the student's behaviour does not show significant improvement, he/she may be asked to leave the School.

The discipline of students which leads to penalties, particularly in relation to suspension and expulsion will be based on procedural fairness.

Procedural fairness is a basic right of all when dealing with authorities. Procedural fairness refers to what are 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 allegations related to a specific matter and any other information which will be taken into account in considering the matter.
- know the process by which the matter will be considered.
- respond to the allegations.
- know how to seek a review of the decision made in response to the allegations. 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.

In matters where a long suspension, expulsion or exclusion is contemplated, the gravity of the circumstances requires particular emphasis to be given to procedural fairness. This includes the offer of having a support person/observer attend formal interviews. The key points of the interview/discussion will be recorded in writing.

Esslemont College will make this policy publicly available on the School's website.

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#### **Related Documents**

- Student Behaviour Policy
- Suspension and Expulsion Policy and Procedures
- Complaints Policy and Procedures

**behavior notice**

\_\_\_\_\_ had a rough day today!  
 Their star was changed \_\_\_\_\_ times for the following reason/s:

- \_\_\_\_\_ excessive talking
- \_\_\_\_\_ off task
- \_\_\_\_\_ inappropriate language
- \_\_\_\_\_ being disrespectful of others
- \_\_\_\_\_ no homework
- \_\_\_\_\_ out of seat


Please sign and return \_\_\_\_\_

**HOOT HOOT HOORAY!!!**

----- HAD a GREAT day !!!

- Did a great job on the rug
- Was a great listener
- Worked well independently
- Was nice to a friend
- Worked well in group
- Did work neatly
- Was a good problem-solver

"OWL-WAYS" DO  
YOUR BEST!



in ... Reading Writing math