



Catholic Ladies' College

Student Behaviour Management (Discipline) Policy

Stage	Date	Ratified
Initiated	February 2018	March 2018
Review 1	November 2021	March 2022
Review 2		

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Student Discipline Policy

Catholic Ladies' College is a Mary Aikenhead Ministry in the tradition of the Sisters of Charity. We seek to develop in each member of our community a contemporary understanding and application of the charism of Mary Aikenhead, the spirituality of the Sisters of Charity, the mission and vision of Mary Aikenhead Ministries and their values of justice, love, compassion and hope.

In responding to this call Catholic Ladies' College is a Christ-centred community established to educate, in partnership with parents, women of faith, integrity, individuality and compassion, confident of their own worth as women and wholly involved in the transformation of society.

Purpose

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 of our students, teachers and staff and to provide a conducive learning environment.

The Student Discipline Policy sets out the framework through which Catholic Ladies' College manages student discipline. This Student Discipline Policy is communicated to staff, parents and the College community:

- in the staff policy portal
- on Catholic Ladies' College Parent Access Module.

Prohibition of Corporal Punishment

It is our policy that corporate punishment is prohibited. 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.

Guiding Principles

Behaviour Management

Catholic Ladies' College 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 expectations with respect to student behaviour
- establishing specific teaching and learning programs
- communicating expectations with the wider College 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.

Catholic Ladies' College has developed a policy which is consistent with the CEM Policy Pastoral Care of Students which encompasses the above strategies.



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 to respond to them
- be heard before a decision is made
- to have a decision reviewed (but not so as to delay an immediate punishment).

Catholic Ladies' College is committed to ensuring procedural fairness when disciplining a student.

The Rules and the Expected Standard of Behaviour

Students are expected to abide by the rules of the college, and the directions of teachers and staff. Examples of written rules that students are expected to follow are dealt with in the following policies:

Student Behaviour

- Alcohol (Student Use of)
- Assault (Student against student)
- Bullying Prevention & Intervention
- Cyber Safety
- Drugs – Illicit (Student Use of)
- Mobile Phones (Student Use of)
- Smoking, Vaping and e-cigarettes
- Truancy
- Uniform Policy

Consequence

There are a range of consequences that students will face if they breach College rules, or are disobedient. These include:

- warnings or reprimands (verbal and written)
- time outs
- clean up duties
- lunch time detentions
- after school detentions
- cancellation of privileges
- withdrawal from College activities
- internal suspension
- reverse suspension
- expulsion.

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

Procedures for Suspension, Expulsion and Exclusion

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

Individual Behaviour Management Plan

Individual behaviour management plans may be made in certain circumstances. Behaviour management plans will be negotiated between College staff, students and parents/guardians, and will consider the student's:

- age
- developmental needs
- 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 College 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 College community
- monitoring the effectiveness of the policy
- reviewing and evaluating the policy annually.

This Policy and other behaviour management policies and procedures including steps for managing suspensions and expulsions are communicated to staff, students, parents/carers and the College community through:

- the Catholic Ladies' College Parent Access Module
- Staff Handbook
- positive behaviour management is conveyed to staff, parents and students in a manner that promotes proactive and positive behaviours

Related Policies

Suspension and Expulsion Policy
Bullying Prevention & Intervention
Drugs – Illicit (Student Use of)
Uniform Policy