



## Student Behaviour Expectation Procedure

This procedure should be read in conjunction with the *Student Behaviour Expectation Policy* and the *Student Code of Behaviour*.

### 1 Background

- 1.1 This Procedure has been developed to provide assistance in the practical application of the *Student Behaviour Expectation Policy*.
- 1.2 It is based on a proactive and positive approach to behaviour management and support, with a focus on restorative justice, underpinned by the College values of care, courage, respect, responsibility and integrity.
- 1.3 This Procedure is applicable to all students at the College, including boarders.

### 2 Key Principles

- 2.1 The *Student Behaviour Expectation Policy* outlines the key principles for student behaviour management and it is supplemented by the following:
  - Student wellbeing and the prevention of inappropriate behavior is enhanced through a focus on the College values, early intervention, education, student engagement, acceptance and ownership of behaviour
  - Staff support student wellbeing through a firm, fair and consistent approach to student behaviour management

### 3 Behaviour Management

- 3.1 The College aims to foster self-discipline and responsible citizenship through a clear, firm, consistent approach to managing student behaviour, whilst recognising and rewarding positive behaviour.
- 3.2 High standards of personal conduct are expected from all students to ensure, as is reasonably practicable, a safe and secure environment.
- 3.3 The College does not use or promote corporal punishment of any kind, nor does it condone the administering of corporal punishment by parents or caregivers to enforce the discipline of the College.

3.4 When responding to incidents of inappropriate behaviour, the College will implement consequences which are guided by the core concepts of fairness and restorative justice. Consequences should:

- Be appropriate to the behaviour and context
- Be consistent in application (while being mindful of special circumstances)
- Address any harm done to another party
- Attempt to restore positive relationships between the individuals involved.

## 4 Disciplinary Response and Procedural Fairness

4.1 The College accepts that effective behaviour management does not require absolute uniformity.

4.2 Any breach of the *Student Code of Behaviour* will be assessed on an individual basis taking into account the age and maturity of the student, the full circumstances of the incident, the level of seriousness of the incident and the student's general attitude and progress.

4.3 The College will respond with increased seriousness if:

- There is criminality in behaviour
- Dishonesty is revealed during any inquiries
- An older student involves younger students in any misdemeanors or
- The student has a history of repeat offences.

4.4 Investigations into incidents of serious, inappropriate or unacceptable behaviour which could result in suspension or termination of enrolment will be conducted following the guidelines relating to procedural fairness. These may include:

- Referring the matter to the Head of School who may consult the Deputy Principal Students K-12
- Informing the student, and the parents of the accused student, of the substance of any allegations made against them and providing them with an opportunity to respond
- Making reasonable inquiries or investigations before making a decision
- Ensuring so far as reasonably practicable, there are no reprisals against the person who reported the situation or any witnesses who have provided information
- Ensuring so far as reasonably practicable, that no person decides a case in relation to which they have a conflict of interest. Additionally, including separating the roles of investigators and decision makers and communicating to families which staff will be investigating and which staff will be deciding the consequences of actions
- Conducting the investigation without undue delay
- Acting fairly and without bias
- Implementing mitigating actions that reduce the intensity of the situation and/or impact of the situation on students
- Offering the services of the College Psychologist or other counseling agencies to the student and parents
- Emphasising the need for confidentiality on the part of all involved throughout the process
- Affording students and parents a right of appeal.

4.5 Suspension or termination of enrolment are at the discretion of the Principal in consultation with the Deputy Principal Students K-12.

4.6 The matter will be recorded and documented against the student(s) record(s) in Edumate

## 5 Responsible for Authorisation

5.1 Principal

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