



## DISCIPLINE POLICY

### 1. Introduction

Shore's Discipline policy and procedures aim is to encourage self-discipline, responsibility, and collaboration to create a safe, effective and efficient learning environment.

### 2. Purpose and Objectives

Discipline is necessary to ensure the safety and welfare of all our students, teachers and staff and to provide a conducive learning environment. This Discipline Policy and its associated Procedures are part of the framework through which school manages student discipline.

Many of Shore's strategies involve positive reinforcement and reward or appropriate sanctions as an outcome to behaviour. These are designed, differ and are appropriate through the learning stages of the school. Shore also observes the principles of procedural fairness and prohibits discrimination when dealing with investigations to disciplinary situations.

### 3. Scope

This Policy applies to all staff, volunteers and contractors at Shore.

### 4. Policy

#### 4.1 Student Discipline

This Policy sets the framework through which Shore manages student discipline. Shore 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. Shore's Student Code of Conduct is a key communicator to students of expectations in daily life at Shore.
- establishing specific teaching and learning programs.
- communicating expectations with Shore families and the wider Shore community.
- acknowledging positive behaviours in a range of ways from informal verbal acknowledgement.
- through to structured merit awards. Examples of this are Shore's Headmasters awards, Academic credit programs and student acknowledgements.
- maintaining records with respect to student behaviour. Social justice and collegial efforts from students are also formerly and informally recognised at Shore.

#### 4.2 Prohibition of Corporal Punishment

Shore prohibits the use corporal punishment.

Shore does not explicitly or implicitly sanction the administering of corporal punishment by non-school persons, including parents/guardians, to enforce discipline.



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 and, if appropriate, reporting to other agencies.

### 4.3 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:

- a) know what the rules are and what behaviour is expected of them.
- b) have decisions determined by a reasonable and unbiased person?
- c) be informed of, and have an opportunity to respond to, any allegations against them.
- d) be heard before a decision is made.
- e) have a decision reviewed (but not to delay an immediate punishment).

Shore is committed to ensuring procedural fairness when disciplining a student.

### 4.4 School Rules and Expected Standards of Behaviour

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

Shore's Student Code of Conduct

Shore's Uniform Policy

Bullying Prevention and Intervention Policy

### 4.5 Student Outcomes for Disciplinary Issues

There are a range of outcomes that students of Shore will face if they are deemed to breach specified rules or are disobedient. These can include:

- a) warnings or reprimands (verbal or written)
- b) time outs.
- c) Additional assignment of social duty – examples being clean up chores.
- d) Restriction of privileges as stage appropriate
- e) Restriction from Shore co-curricular activities and Sporting representation
- f) Restriction from the opportunity to represent the school at GPS level selections.
- g) Detentions
- h) Suspension (temporarily removing a student from all their normal classes)
- i) Expulsion (permanently removing a student from the school)
- j) Exclusion (preventing a student's admission at another school, where an exclusion policy or agreement exists between the schools)

A decision to suspend or expel a student may only be made by Head or Deputy Head of the Shore Preparatory School, the Deputy Head of Operations of the Senior School or the Shore Headmaster. These roles are assigned according to the stage of school the student attends and the seriousness of



the disciplinary matter. Expulsions will also be taken under advice and signed off via the Shore Council Chair.

#### **4.6 Individual Behaviour Management Plan**

Where the level of misbehaviour breaches the Shore's Student 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 individual situation.

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. Shore will refer the student to other support available and review, assess, change and modify the plan as needed.

### **5. Policy Implementation**

This Discipline Policy is implemented at Shore through various mechanisms such as:

- a) staff training and professional development opportunities in behaviour management.
- b) communicating this Policy to the School community
- c) monitoring the effectiveness of the Policy
- d) reviewing and evaluating the Policy

### **6. Source of Obligation**

The NSW Registration Manual (B9.1)

