

## **Student Discipline Policy**

### **Commitment to Child Safety**

All students enrolled, and any child visiting, have a right to feel safe and be safe all of the time. The wellbeing of children in our care will always be our first priority and we have zero tolerance for child abuse. At Sacred Heart we strive to maintain a child safe and child friendly environment where children feel safe and are free to enjoy life to the full without any concern for their safety. We are committed to continually reviewing our Child Safe policies and practices to ensure that every effort is made for ongoing improvement of our Child Safe environment.

We at Sacred Heart recognise that some groups of children are particularly vulnerable and we are committed to promoting the cultural safety of Aboriginal/linguistically diverse children and also promoting the safety of children with a disability.

### **Source of Obligation**

The Victorian Registration Standards (s 4.3.1(6)) (CECV Guidelines ref 4.5) require that our policies relating to the discipline of students are based on principles of procedural fairness and must not permit corporal punishment.

### **Discipline Policy**

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

This Student Discipline Policy sets the framework through which Sacred Heart manages student discipline.

This Student Discipline Policy is communicated to staff, students, parents and guardians and the School community:

- in the staff policy portal
- on the Sacred Heart website.

### **Prohibition of Corporal Punishment**

It is our policy that corporal 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.

## **Behaviour Management**

Sacred Heart 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, PBIS Program/Developing restorative practices
- communicating expectations with the wider Sacred Heart School 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.

Sacred Heart 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).

Sacred Heart 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 School, and the directions of teachers and staff.

## **Consequences**

There are a range of consequences that students will face if they breach School rules, or are disobedient. Students' self-esteem is always considered and consequences directed towards altering subsequent behaviours. The consequence will match the age and developmental needs of the student in line with our PBIS Behaviour Management Policy. Consequences may include:

- warnings or reprimands (verbal and written)
- time outs
- cancellation of privileges
- withdrawal from Sacred Heart School activities

## **Individual Behaviour Management Plan**

Individual behaviour management plans may be made in certain circumstances.

Behaviour Management Plans will be negotiated between Sacred Heart School 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 School 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 School community
- monitoring the effectiveness of the policy
- reviewing and evaluating the policy annually.

This Policy and other behaviour management policies and procedures are communicated to staff, students, guardians, parents and the School community through:

- the Sacred Heart website
- Staff Handbook

Sacred Heart has set up a series of compliance tasks in CompliSpace Assurance, to ensure that key obligations under the Victorian Registration Standards and CECV Guidelines are managed effectively.

**Last Review: June 2020**