KINROSS WOLAROI SCHOOL

Discipline Policy & Procedure

Updated March 2008 R Hancock
Rationale
Positive and responsible student behaviour is essential to the smooth running of the school, to the achievement of optimal learning opportunities, and to the development of a supportive and cooperative school environment.

Students are required to abide by the school’s rules and to follow the direction of teachers and other people with authority delegated by the school.

Where a student disregards rules, disobeys instructions or otherwise engages in conduct which causes or may cause harm, inconvenience or embarrassment to the school staff members or other students, the students may be subject to disciplinary action.

All staff are familiar with and will be expected to adhere to the school’s discipline Policy which is placed on the staff section of the school intranet. New staff will also be introduced to the School Discipline Policy at the new staff induction day prior to the commencement of their teaching at KWS.

Returning staff are reminded of procedures relating to this policy at the regular staff meetings which are held throughout the school year. Staff will be asked to familiarise themselves with this policy by referring to the Staff intranet.

Aims
To build a school environment based on positive behaviour, mutual respect and cooperation.
To manage poor behaviour in a positive and professional manner.
To establish well understood and logical consequences for student behaviour.
To ensure that procedural fairness is maintained at all times when punishment regimes are employed which may result in suspension or expulsion from the school.

Implementation
Kinross Wolaroi School has developed, through a process of wide community consultation, a student code of conduct, which outlines amongst other things, agreed behavioural development and management strategies.
Our code of conduct will place significant emphasis on the development and recognition of positive behaviours. This is led by the Peer counselling team.
Peer mediation and peer counselling will be key strategies employed to guide and develop student behaviour.
The school will employ workshop facilitators to discuss and encourage positive behaviours both in the classroom and in the wider school community. As part of this process staff also will undertake professional development on student behaviour and discipline management. This will occur as the need arises as part of staff development programs.

Whole school rules will be negotiated by encouraging whole staff development in the areas of discipline in this school.
We will provide a wide range of positive extra-curricular activities for students including sporting, theatrical, leadership, community service and appropriate leisure pursuits to enhance the development of the whole child.
Positive student behavioural achievement will be appropriately recognised. An up-to-date database of student behaviour will be maintained. The school PD/H/PE curriculum will include units on resilience, peer pressure, positive choices, bullying, conflict resolution and leadership. Students experiencing difficulty achieving positive behavioural outcomes will undertake individualised behaviour management programs delivered by the school counselling team. Consequences for ongoing inappropriate behaviour may include counselling, loss of privileges or suspension. Parents will be kept informed, through telephone calls, mail contact and parent teacher meetings, and actively encouraged to assist in the development of their children’s behavioural performance.

 Discipline Methods
 Please note that Kinross Wolaroi School does not condone corporal punishment in any form whether by teaching staff, assistant boarding staff or parents.

 Punishments Day and Boarding
 Definitions:

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<tr>
<th>Imposition</th>
<th>Involves student completing an academic task in a limited time period</th>
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<tr>
<td>Class Detention</td>
<td>Supervised by the teacher setting the detention for a period of time determined by the teacher.</td>
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<tr>
<td>School Detention</td>
<td>A lunchtime detention supervised by a member of the teaching staff.</td>
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<tr>
<td>Fatigue</td>
<td>A two hour imposition supervised by the detention master</td>
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<td>Suspension to site</td>
<td>The student will be withdrawn from class and will work on a supervised program at the school.</td>
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<td>Suspension home</td>
<td>A student will be sent home and only readmitted to the school after discussions with the parents.</td>
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<td>Suspension pending dismissal</td>
<td>The Principal may suspend a student home and recommend their dismissal from the school to the school council.</td>
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<tr>
<td>Dismissal</td>
<td>A student is dismissed from the student body of the school and will not be readmitted.</td>
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<tr>
<td>Student contract</td>
<td>A student signs a pledge in which they agree to meet a stated standard of behaviour in order to maintain their position in the school.</td>
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If a student is involved in a misdemeanour which will result in a punishment at the level of Fatigue or greater parents will be advised by personal contact or by mail.
**Punishments which are specific to boarding:**
Gating - No leave from the school grounds except to meet school commitments or medical appointments. Time specified by boarding staff.

Restricted gating - No leave from the school grounds (other than medical leave). Supervised on weekends.

**Procedure for Allegations:**
If an allegation is made about a student where the punishment is likely to result in suspension or expulsion from the school the following steps will occur.

The staff member involved will report the matter to the Senior Deputy who will instigate an investigation.

The investigation will include an interview with the student.

Students will be advised verbally of the allegations and the issues involved.

The student will be advised as to the process which will occur during consideration of the matter at hand at the initial interview.

Students will have the right to seek a review of the decisions which are made.

Students have a right to expect and receive an impartial investigation and decision making process.

This process may need to be altered/ refined depending on the outcome of each step!

**Procedural Fairness:**
In the event that a suspension or expulsion will be the most likely outcome arising from a particular allegation the following will occur in order to promote procedural fairness.

- The principal will take advice from the senior deputy with regard to the allegation.
- The principal will then reach a preliminary decision and confirm the penalty to be given.
- The student is than advised that they may ask for a review of the decision.
- If a review is required the student in consultation with their parents must make an application for a review and tender further information which they wish to submit for consideration in the review process.
- If appropriate parents may be called in either by the school or at the request of the student during the review process.

**Evaluation**
This policy will be reviewed regularly.