



# Student Development Discipline Policy & Procedures

Years 5-12

## PURPOSE

The purpose of this document is to ensure that students at St Pius X College adhere to the values, aims, rules, regulations and policies, including the Student Code of Conduct and the Enrolment Agreement governing students' enrolments.

This document describes how St Pius X College seeks to develop a culture of positive discipline and further set out the procedures and framework for how the College manages student discipline.

This document provides a guide and sets out the procedures for disciplinary action, which includes:

- x Restorative Practice
- x Detention
- x Enrolment Review;
- x Suspension and
- x Exclusion.

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All students have the right to a positive learning environment that enables them to reach their full personal and academic potential. All students have the right to an environment in which they feel safe and are free from bullying, harm and are treated fairly and with dignity.

Discipline is necessary to ensure the safety and welfare of all our students, teachers and staff to provide an environment that is conducive to learning. Consequently, all students bear the

St Pius X College endeavours to provide a safe and supportive environment for all teachers, support staff and students. It is an inherent expectation that all members of our community speak and act respectfully to one another and treat each other with dignity and respect.

Many factors lead to disruptive behaviour, and teachers, in their initial weeks with a new class, work strategically and consistently to build up a profile of their class. In that process, different learning styles are identified, clear expectations are set and learning strategies implemented. Outside the classroom, all students have the right to relax and socialise without disruption. Consequently, all students bear the responsibility for maintaining a harmonious, non-threatening environment outside the classroom and in our local community.

Students will respond to routine and consistent boundaries. Students are aware that they are expected to follow a fair and reasonable request from their teacher. St Pius X College prides itself on open and transparent communication with all key stakeholders. Throughout the conflict resolution process, all students have an opportunity to speak with their Head of House, Mentor or Deputy Principal.

#### Learning Routine

The College has developed an evidence-based Learning Routine that promotes a consistency of routine. All lessons across Years 1-2 commence with the identification of learning intentions and success criteria.

The implementation of routines at the College aim to minimise disruptions and promote a productive learning environment. These routines are outlined below.

x



3. A system of relationships, rewards, rules and sanctions including:
  - x A hopeful learning environment
  - x Engaging teaching strategies
  - x Clearly defined procedures and expectations
  - x Positive reinforcement
  - x A calm, restorative manner promoting assertiveness and confidence
  
4. Each member of staff (teaching and non-teaching) are the stakeholders in the wellbeing (pastoral care) of the students.
  - x Each student is in a house based homeroom with 18-22 other students
  - x The College has 2 psychologists and a counsellor which is subject to change
  - x The Student Administration Officers oversee the day-to-day health needs of the students and staff on campus, including the distribution and monitoring of medication, and responding to and recording serious incidents

- x Failure to attend detention will result in an afternoon detention being issued.

2. Friday afternoon detention:

- x This detention is held between 3:15 pm - 4:15 pm in Room B5, but be of either 30 minutes or 1 hour duration.

- x This detention

- poor behaviour on public transport;
  - non-attendance at a co-curricular activity;
  - inappropriate Personal Electronic Device usage;
  - any type of physical assault on another student;
  - not turning up to Saturday activities;
  - repeated poor application to studies.
4. Suspension (involves prohibiting an enrolled student from attending St Pius X College, or any St Pius X College activities / events for a set period of time)
- x Issued by the Deputy Principal, Principal, Head of Junior School or an authorised delegate.
  - x Prior to a suspension being given, if the suspension is due to alleged misconduct or misbehaviour, an investigation by the Pastoral Leader will occur. An investigation report will be presented to the Assistant Principal, Pastoral Care or Deputy Principal. The investigation will be detailed, confidential, fair and unbiased in order to establish the facts.
  - x Student will be interviewed and parents/carers made aware of the results of the investigation and outcome.
  - x Parents/carers have the right to appeal the decision to the Principal.
  - x Parent/guardians can escalate concerns to ERE NSW Colleges Ltd if they are still unsatisfied with the outcome.
  - x Suspension can be external or internal.
  - x Generally, suspensions are issued for more serious breaches of College policies and procedures such as:
    - repeated poor behaviour;
    - aggressive or threatening behaviour;
    - throwing a punch to another person's head or neck;
    - receiving multiple three-hour detentions in a Semester;

- o bullying;
- o theft;
- o vaping on campus;
- o vandalism (including graffiti);
- o inappropriate use of technology;
- o bringing the name of the College into disrepute;
- o extreme offensive language, defiance or gross insolence directed at a teacher;
- o matters involving the NSW Police.

x Following a suspension

1. a return to school interview with parents and student will be held with the Deputy Principal, Assistant Principal, Pastoral Care and Head of Junior School
2. a student may be offered support from a member of the counselling team
3. a student may be placed on a Management Plan by the Deputy Principal, Assistant Principal, Pastoral Care and Head of Junior School. The plan will set out clear goals and will include strategies to support the student in achieving these goals. Failure to meet these expectations will result in an enrolment meeting with the Deputy Principal or the Principal for an enrolment review.

5. Enrolment Review and Expulsion (Permanent removal of a student from the College)

- x Conducted by the Principal and/or Deputy Principal or their authorised delegate.
- x An enrolment review is issued for serious breaches of College policy and the College Student Code of Conduct, including but not limited to inappropriate use of technology, involvement with drugs, bullying, violent behaviour or bringing the College's name into disrepute.
- x A detailed, confidential, fair and unbiased investigation is carried out, and the facts are established. These are raised at a meeting with the parents/carers and the student involved.
- x Breaches

- involvement in a serious assault;
- the purchase or selling of prohibited drugs on campus;
- the illegal use of technology on campus or using a College-issued device, usually involving



is not an exhaustive list):

- the

Growth in Learning Awards awarded to students, who, through hard work, have shown significant improvement in their grades.

Waterford Awards awarded twice a year to students in Years 12 to acknowledge students who have continued to strive to achieve their personal best.

Academic Colour Awards (Gold, Silver or Blue) are presented to students in Years 12 who have been consistent academic role models, have shown leadership in their studies and achieved results at the highest level over a period of years.

Academic Honours First Class: awarded to Year 11 and 12 students who have achieved 3 mentions in the top 10% of any 2 Unit subject or 5% of any 1 Unit subject.

Academic Honours awarded to Year 11 and 12 students who have achieved 3 mentions in the top 10% of any 2 Unit subject or 5% of any 1 Unit subject.

Academic Excellence awarded to Year 11 and 12 students who have achieved 1st place in any subject or 2 mentions in top 10% of any 2 Unit subject or 5% of any 1 Unit subject.

#### Record Keeping

All student rewards are kept on our Student Management System.

#### Policy Review

Last Reviewed	20 February 2024
Approved by	College Leadership Team
Renewal date	2026 or as needed