



## Student Discipline Policy

<b>Source of Obligation</b>	The NSW Registration Manual (3.7.1 and 3.7.2) requires the School to have policies relating to discipline of students attending the School that are based on principles of procedural fairness and that do not permit corporal punishment of students.
<b>Discipline Policy</b>	<p>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.</p> <p>Discipline is necessary to ensure the safety and welfare of all our students, teachers and staff and to provide a conducive learning environment.</p> <p>This policy sets the framework through which Gateway Community High manages student discipline.</p>

<b>Strategies to Promote Good Discipline</b>	<p>The School seeks to develop a culture of positive discipline by setting clear expectations of students and encouraging positive behaviour. Strategies for developing this culture include:</p> <ul style="list-style-type: none"><li>• clearly setting behaviour expectations</li><li>• establishing specific teaching and learning programs</li><li>• communicating expectations with the wider School community</li><li>• acknowledging positive behaviours in a range of ways from informal verbal acknowledgement through to structured merit awards</li><li>• maintaining records with respect to student behaviour.</li></ul>
<b>Prohibition of Corporal Punishment</b>	<p>It is our policy that:</p> <ul style="list-style-type: none"><li>• we prohibit corporal punishment</li><li>• we do not explicitly or implicitly sanction the administering of corporal punishment by non-school persons, including parents/guardians, to enforce discipline at the School.</li></ul> <p>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.</p>

<p><b>Procedural Fairness</b></p>	<p>Students have a right to procedural fairness in dealings that involve their interests. This includes disciplinary decisions.</p> <p>The principles of procedural fairness include the right of students to:</p> <ul style="list-style-type: none"><li>• know what the rules are and what behaviour is expected of them</li><li>• have decisions determined by a reasonable and unbiased person</li><li>• be informed of, and have an opportunity to respond to, any allegations against them</li><li>• be heard before a decision is made</li><li>• have a decision reviewed (but not to delay an immediate punishment).</li></ul> <p>Gateway Community High is committed to ensuring procedural fairness when disciplining a student.</p>
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<b>School Rules and Expected Standards of Behaviour</b>	<p>Students are expected to abide by the rules of the School, and the directions of teachers and staff.</p> <p>Examples of written rules that students are expected to follow are dealt with in:</p> <ul style="list-style-type: none"><li>• <u>Student Code of Conduct</u></li><li>• School Rules</li></ul> <p>Gateway Community High does not have a strict set of school rules but has clear and high expectations about respectful behaviour, enabling learning for all, and personal responsibility for monitoring and managing their social/emotional wellbeing. These expectations are based on our ambition that Gateway Community High is a place where individuals can Achieve. Belong. Grow.</p> <p>Students are expected to demonstrate and recognise the need for order, boundaries and behaviours that make Gateway Community High a safe and supportive learning environment for all.</p> <ul style="list-style-type: none"><li>• <u>Bullying Prevention and Intervention</u></li><li>•</li></ul> <p>Uniform Policy</p> <p>Gateway Community High does not have a strict uniform policy but has a dress code identifying apparel choices that show they are "ready to learn". Clothing worn to School is not a likely source of disciplinary action unless students persistently fail to follow the expectations below and/or disregard a respectful direction given by a staff member about the lack of appropriateness of items of clothing worn.</p>
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	<p>Our expectation is that students will wear clothing that is comfortable but appropriate to a learning environment; clothing should be clean; clothing must not be offensive; shoes and clothing should be suited to all school-related activity. Clothing should be adaptable for hot, wet or cold and varied weather conditions - all of which can be subject to ventilation options and shelter available; clothing, including jewellery and shoes, hair and nail stylings must not not present a potential safety risk to them or others at any time they might be engaging in lessons and activities including sport, practical activities, cooking or food handling.</p>
<b>Consequences</b>	<p>There are a range of consequences that students will face if they breach School rules or are disobedient. These include:</p> <ul style="list-style-type: none"><li>• warnings or reprimands (verbal or written)</li><li>• time outs</li><li>• clean up duties</li><li>• cancellation of privileges</li><li>• withdrawal from School activities</li><li>• detentions</li><li>• suspension</li><li>• expulsion</li><li>• exclusion.</li></ul> <p>A decision to suspend or expel a student may only be made by the --- or the Head of Campus.</p>

**Procedures for  
Suspension,  
Expulsion and  
Exclusion**

**Key Definitions**

Suspension is a temporary removal of a student from all of the classes that a student would normally attend at a school for a set period of time.

Expulsion is the permanent removal of a student from one particular school.

Exclusion is the act of preventing a student's admission to a number of schools. In extreme circumstances, the principal of a school may make a submission to an appropriate authority, or to other schools, recommending the permanent exclusion of a student from the registration system of which the school is a member, or from other schools.

Gateway Community High has developed specific procedures that must be followed when considering the suspension or expulsion of a student. Refer to our

1.1. Gateway Community High may suspend or terminate the enrolment of the student, either temporarily or permanently at any time for reasons which may include, but are not limited to:

(a) a serious breach of Gateway Community High's Values or Code of Conduct.

(b) conduct prejudicial to the reputation of the school or the wellbeing of its students or staff.

(c) Where the Head of School/CEO or School Board believes that a mutually beneficial relationship of cooperation and trust between the school and the parents/guardians/caregivers and or the student has broken down to the extent that it adversely impacts on that relationship.

(d) Where the student remains disengaged, or disengages from services to improve their wellbeing, or through their lack of attendance at Gateway Community High and therefore does not engage in defined learning activities set by the School.

1.2. The School will only exercise its powers under this clause to expel a student if it has provided the Student and their parents/guardians/caregivers with details of the conduct which may result in a decision to expel the student. Additionally, the School will provide all parties with a reasonable opportunity to respond. Furthermore, the School will ensure actions taken under this clause embed and are demonstrative of procedural fairness.

1.3. The School may terminate the enrolment of the Student without notice if;

(a) Before or after the commencement of enrolment, Gateway Community High finds the relevant particulars of student's special needs have not disclosed to the School and the student's special needs cannot be adequately resourced or supported.

(b) The particulars provided are materially incorrect or misleading.

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<b>Individual Behaviour Management Plan</b>	<p>Where the level of misbehaviour breaches the School's Code of Conduct, individual behaviour management plans may be made.</p> <p>Plans will be negotiated between School staff, students and parents/guardians, and will consider the student's:</p> <ul style="list-style-type: none"><li>• age</li><li>• developmental needs</li><li>• behavioural context.</li></ul> <p>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.</p> <p>The School will refer the student to other support available and review, assess, change and modify the plan as needed.</p>
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<b>Teachers' Responsibilities</b>	<p>To support teachers in attaining and maintaining Proficient Teacher accreditation, the School encourages teachers to take responsibility for managing challenging behaviour by establishing and negotiating clear expectations with students and addressing discipline issues promptly, fairly and respectfully.</p> <p>To support experienced teachers in attaining and maintaining Highly Accomplished Teacher accreditation, the School encourages experienced teachers to take responsibility for developing and sharing with their colleagues a flexible repertoire of behaviour management strategies using expert knowledge and workplace experience.</p> <p>To support highly experienced teachers in attaining and maintaining Lead Teacher accreditation, the School encourages highly experienced teachers to take responsibility for leading and implementing behaviour management initiatives to assist their colleagues to broaden their range of strategies.</p>
<b>Implementation</b>	<p>This Policy is implemented through:</p> <ul style="list-style-type: none"><li>• staff training and professional development opportunities in behaviour management</li><li>• communicating this Policy to the School community</li><li>• monitoring the effectiveness of the Policy</li><li>• reviewing and evaluating the Policy annually.</li></ul>