



# Lutheran School Wagga Wagga

## Discipline Policy

### Purpose

The purpose of this policy is to commit to developing a safe school community through a whole-school approach that is aligned to Lutheran School Wagga Wagga's Mission Statement. It provides clarity and information on suspensions and discontinued enrolment (expulsion) of students who fail to meet the School's expectations.

### Mission Statement

*To work under God in partnership with parents to provide an inclusive, nurturing and high-quality education for every student.*

### Our Approach

Lutheran School Wagga Wagga deals with inappropriate behaviours through our Behaviour Learning Policy/Procedures which is based on Restorative Practices. Within the Restorative Practices framework, discipline is carried out in the context of forgiveness. While forgiveness is practiced, consequences for inappropriate behaviour remain an integral part of the guidelines.

### Suspension and Expulsion

Students are encouraged to accept responsibility for their actions, and to participate fully and positively in their educational experience.

A student will only be suspended or expelled from school in situations where all other reasonable measures have been implemented without success or where immediate suspension or expulsion is the only appropriate course of action in response to the student's behaviour, or where the wellbeing or safety of another student or staff member is at risk.

**Suspension** is the temporary removal of a student from all classes or school activities they would normally attend, or temporary removal from the school, for a set period of time. **Expulsion** is the permanent removal of a student from the school.

### Ensuring Procedural Fairness:

1. Deputy Principal/Principal is advised of the behaviour incident or allegation.
2. Deputy Principal/Principal withdraws and interviews the student against whom the allegation has been made ensuring safety, confidentiality and procedural fairness. Written notes are kept of the interview.
3. Deputy Principal/Principal carries out further investigation and speaks with relevant staff and student witnesses. Written notes are kept of the interviews.
4. Deputy Principal/Principal speaks again to the student to seek his/her response to the allegations made and/or to the details of the incident provided by witnesses.
5. Deputy Principal reports to the Principal and provides notes/summaries of details of the incident and witness statements together with a recommendation for disciplinary action which may include suspension or expulsion. The purpose of suspension is to give parties a 'cooling down' period so that the learning environment might be restored, and the person suspended can further reflect on how the damage might be repaired.

6. Principal considers the details and recommendations and makes a decision on whether to suspend/expel the student.
7. In the case of **suspension**:
  - The parents/caregivers of the student are advised by the Principal or Deputy Principal by telephone, and in writing, of the incident and the decision to suspend the student (either in-school or away from school) for a period of time.
  - Parents/caregivers (and student) are asked to meet with the Principal/Deputy Principal prior to returning to school to discuss a Return to School Plan and/or a Behaviour Learning Plan to support the student's continuation at the school.
8. In the case of **expulsion**:
  - Where a disciplinary issue arises which may result in expulsion the school will investigate the circumstances surrounding the issue. The student may be asked not to attend school while the investigation takes place. An investigation will include the student being provided with information about the nature of the allegations and being given an opportunity to respond.
  - If after receiving the results of the investigation and hearing representations from the student, the Deputy Principal/Principal forms the view that the student should be expelled, the Deputy Principal/Principal will make a recommendation and advise the student and parents/caregivers at a face-to-face meeting that this recommendation has been made.
  - The parents/caregivers or student may appeal against that recommendation to the Principal, setting out the reasons why the Principal should not act on the recommendation. Any appeal must be provided to the Principal no later than five school days nominated after the parents/caregivers have been advised of the recommendation. The Principal will consider the appeal and then advise the student and parents/caregivers of the decision at a meeting and in writing.
  - If no appeal is made within the time specified, the Principal will decide whether to accept the recommendation and advise the student and parents/caregivers of the decision.
  - The decision made by the Principal will be final.

### **Corporal Punishment**

The Education Reform Amendment (School Discipline) Act 1995 amends the Education Reform Act 1990, Section 47 to ban the use of corporal punishment in all schools in NSW.

Corporal punishment is defined as:

“corporal punishment of a student means the application of physical force in order to punish or correct the student, but does not include the application of force only to prevent personal injury to, or damage to or the destruction of property of, any person (including the student).”

The ban on corporal punishment is supported by the School Board, administrators and staff of Lutheran School Wagga Wagga as corporal punishment is contrary to the basic philosophy and aims of the school. The school does not administer corporal punishment, or sanction the administration of corporal punishment by non-school persons, including parents/caregivers, to enforce discipline at school.