# Discipline Policy – Years K-12

**1. Introduction and Purpose**

The core belief at St Charbel's College is that every child is a gift from God and is unique. As Catholic educators, we believe that each student has the right to learn. This discipline policy aims to ensure a safe, supportive, and respectful school environment where each student can develop academically, socially, and spiritually in line with our core Catholic teachings. Our discipline policy is centred on our College motto - To Him Be Glory - inviting each student to direct their gifts to God. This has been articulated in our Maronite Catholic Identity Framework with emphasis on the virtues of Respect, Responsibility, Stewardship, and Service.

**2. Scope**

This policy applies to all St Charbel's College students before, during and/or after school hours when wearing the College uniform, at any school events or activities, both on and off-campus.

**3. Maronite Catholic Principles and Values**

- Our approach to discipline is rooted in Catholic values, especially the dignity of the individual, the call to love one another, and the importance of reconciliation. We are committed to fostering a culture of responsibility, respect, resilience and relationships (Four Rs), in which each student is encouraged to grow in faith and character. These Four Rs, extracted from our College's Maronite Catholic Identity Framework, are foundational in forming positive relationships with God, others and self. These virtues, embodied by our House Patrons are essential when teaching appropriate behaviours.

- **Restorative Justice**: Essential to Catholic teaching, we seek to restore relationships that may have been harmed by inappropriate behaviour through the use of restorative practices. This model provides a safe and non-confronting opportunity for students to take responsibility for their actions, make amends, and restore relationships where necessary.

**4. Behaviour Expectations**

At St Charbel's College, students are expected to treat everyone with respect and dignity, as all are created in the image of God.

**Respect Authority**: Students must follow the directions of teachers, staff, school leaders, and members of the broader community.

**Respect Others**: Students should refrain from bullying, discrimination, and harassment.

**Responsibility for Learning**: Students must fulfil their academic duties, maintain proper behaviour in class, focus on their learning and refrain from interrupting the learning of others.

**Stewardship:** Students should care for their environment by respecting the College's and public property.

**Safety**: Students must adhere to rules that ensure physical and emotional safety, including no violence, bullying, or disruptive behaviour.

**5. Categories of Misconduct**

For students K-6, the Student Behaviour Issues Pathway provides a flowchart for recommended actions to be taken when a student exhibits contravening behaviour.

For students 7-12, the Student Behaviour Issues Pathway provides a flowchart for recommended actions to be taken when a student exhibits contravening behaviour.

- **Minor Issues**: These are behaviours that disrupt the class, school environment or contravene College standards but can be addressed with simple interventions. These include but are not restricted to:
- Lateness to class
- Low-level disruptions such as talking out of turn
- Incomplete class and/or homework
- Not bringing equipment
- Uniform and grooming
- Disrespectful language or gestures
- **Major Issues:** These are behaviours that are considered to be serious violations which may threaten the safety or emotional wellbeing of others, or involve illegal activities.
- Physical violence or fighting
- Truanting
- Plagiarism
- Defiance
- Bullying, including cyberbullying
- Threatening language
- Damage to or theft of property
- Substance abuse
- Inappropriate use of technology
- Verbal abuse

**6. Consequences for Misconduct**

Where a misbehaviour has been identified, clear description and consequences should be recorded on Sentral, administered accordingly using restorative practices.

**Minor Issues**: Consequences for minor issues may include but not restricted to one and/or a combination of the following:

- Verbal and/or non-verbal warnings or reminders
- Morning, recess, lunch or after-school detention
- Parent/guardian notification
- Restorative conversation
- Temporary removal from activity

**Major Issues**: Consequences for major issues may include but not restricted to one and/or a combination of the following:

- Referral to Wellbeing Coordinator and Chaplain
- External suspension
- Expulsion (if necessary)

- Involvement of local authorities (for illegal activities)

**7. Due Process and Appeals**

**Due Process:**

Where there is alleged misconduct, students will be informed of the misconduct and provided with an opportunity to explain and/or give a written account of their actions via a Student Incident Report. Procedural fairness will take place before any major disciplinary action is taken.

- **Appeals Process**: Where a student or parent disagrees with a disciplinary decision, they may submit an appeal in writing to the principal, ensuring language is compliant with the Parent Code of Conduct. The appeal will be reviewed by the respective College, and a final decision will be made within a reasonable timeframe.

**8. Preventive Measures and Student Support**

The College encourages positive behaviour through proactive strategies, including reinforcing classroom standards (Four R's) - classroom management and effective pedagogy, counselling, chaplaincy, and mentoring.

- **Restorative Practices**: In cases of conflict, the College will utilise restorative practices, encouraging dialogue between the affected parties to repair relationships and foster understanding.
- **Counseling, Chaplaincy and Support**: Students who are struggling with behavioural issues may be referred to counseling Wellbeing referral, chaplaincy Chaplaincy referral and/or external agencies for support. Our College offers mentoring and pastoral care programs.

**8. Bullying, Harassment, and Discrimination**

**Zero Tolerance**

Bullying, harassment, or discrimination in any form—whether physical, verbal, or online—will not be tolerated at St Charbel's College. We are committed to providing a safe environment for all students.

**9. Review and Revision**

This discipline policy will be reviewed annually by the College leadership team, with input from students, parents, and staff. Updates will be made as necessary which reflect the needs of our College community.

**10. Communication**

This policy will be communicated and made accessible to all students and parents at the start of each school year, and it will be available on the school's website.