Marri Mittigar

Discipline Policy

Purpose: The Head of Barker College and the Council of Barker College is committed to the safety of all children and young people in a safe, loving and supportive learning environment. The purpose of this policy is to summarise the obligations of the School and to provide guidelines as to how the School will deal with certain matters.

Scope: This Policy applies to all staff who are in student facing roles managing conduct in *School environments* including both physical and online or when using a Marri Mittigar supplied device under the Schools *Acceptable Use of ICT Agreement*.

Mandatory or specific requirements: The Child Safety Reporting Procedures apply to staff who are required to report a concern or risk harm regarding child safety or welfare.

Responsibility: The Head of Barker College and Head of Marri Mittigar Campus.

Policy Statement: All procedures and practices in relation to discipline recognise that:

1. There are times when individual circumstances may need to be taken into account; and
2. The procedures must remain flexible.

3. It is expected that staff will communicate effectively with students, pastoral carers and parents/caregivers and document their care in school systems when warranted.

    3.1. Each staff member must take professional responsibility for ensuring that the procedures are implemented consistently and fairly.
    3.2. Effective and regular communication between home and school is important in promoting this common understanding.
    3.3. The use of an interpreter may need to be considered.

4. Barker College will ensure that the use of Corporal Punishment in any form is prohibited and will not allow Corporal Punishment to be carried out by a third party as a response to a discipline issue.

5. By joining Marri Mittigar, students are committing themselves to be the best they can be. They are making a commitment to their parents, teachers and school that they will maximise opportunities, invest in their education and make a valuable contribution that upholds the mission, values and traditions of the school.

6. Building relationships with the students is the foundation of a teacher's approach. Investing in this enables teachers to understand what each student brings to the classroom before the first sentence of any lesson is spoken.

RESPONDING TO UNACCEPTABLE STUDENT BEHAVIOUR

7. Responses to unacceptable behaviour should be informed by restorative practices. Teachers facilitate opportunities to build healthy relationships and a positive learning culture by encouraging students to take responsibility for their behaviour, reflect on their actions and be equipped with strategies to make better decisions.

8. The teacher-student relationship is central in this approach as teachers actively seek to prevent harm, encourage growth in character and understanding, and enable restoration of relationships.

9. Misdemeanours are of equal severity whether they are committed at School or online using a School

authorised device or application.

10. There is flexibility within these levels of action, dependent on the particular context of the misdemeanour and the needs of the student involved. It is important to note that the aim of the sanction is to enable the student to reflect on and revise their behaviour, leading to restoration of relationships and re-engagement with the School community.

11. Parents will be informed when the behaviour is serious, repetitive, impacting on the safety of others or requires a Behaviour Management Plan to be developed in consultation with the student and the parents or caregivers.

FAIRNESS AND REVIEW

12. Those who make decisions at Barker College in relation to serious or unresolved student disciplinary matters will aim to reach a fair decision by way of an objective decision-making process that involves an impartial investigation if required and the exclusion of real or perceived bias.

13. Expulsion from the School is at the discretion of the Head of Barker College and is a condition of enrolment of every student.

14. If a student or parent wishes to make a complaint about School processes or actions or appeal a decision made in a disciplinary matter, they may contact the School via the Head of Campus.

Next review:

Policy Owner	Date Reviewed	Comments
Deputy Head Student Experience	12/6/26	Director of Marri Mittigar School consultation Approved at Key Leaders

Next Review Date	Reviewed by:
12/6/29	Director Legal Risk & Compliance