

Framework for maintaining positive relationships

Overnewton promotes a pro-active, positive approach to taking responsibility, with an emphasis on the development of self-discipline as each student grows to maturity. We utilise a multi-level restorative approach to the management of behaviour. In all instances, our focus is on the individual taking responsibility for their actions to help them understand the seriousness of the incident and to appreciate the feelings of the other person(s) involved.

It is recognised that every student has the right to a fair hearing and should be given the opportunity to respond and explain their actions. **Interventions will vary according to the frequency and seriousness of the incident, relative to the age and needs of the student.**

LEVEL 1 – for low level forms of misbehaviour. It may also include repetitive behaviour of a low level nature. This may involve parent contact. Students may be given clear direction by the teacher in charge to stop the inappropriate behaviour, moved to another part of the classroom or school yard or redirected to engage in appropriate behaviour. At the discretion of the staff member involved, a restorative practice session may be required.

LEVEL 2 – for more serious forms of inappropriate behaviour, an interview process would take place with the Deputy Head of School, the student and the student’s parents. Expectations for future behaviour would be clearly agreed to through this process and written agreements or contracts may be drawn up. Parents will be contacted at this point and notified of any decision to take disciplinary action, including the reasons for such action. At the discretion of the Deputy Head of School, a restorative practice session may be required.

LEVEL 3 – for the most serious situations such as sexual or physical assault or repeated instances of misbehaviour. Members of the College Leadership Team will be involved as may the Deputy Head of School. An individual behaviour plan (including contract) would be negotiated with the student, their parents and College staff. The plan would outline the behavioural expectations, implications should a breach arise and support (if any) provided to the student. Support may involve a referral to a school counsellor, special education or an external agency. Where a student has engaged in illegal activity, the police will be consulted.

At the Principal (or delegate’s) discretion, students may be suspended. Communication with the student and their parents will be part of this process. The Principal is the final arbiter of all disciplinary matters pertaining to students and staff. In practice, this responsibility will normally be delegated to the Head of School through the Head of Campus.

The Principal is the only person authorised to expel a student.

