

# IRIS School Discipline Policy

**Effective Date:** October 2024

**Review Date:** October 2025

## 1. Purpose

The purpose of this Discipline Policy is to establish a framework for promoting positive behaviour, maintaining discipline, and ensuring a safe and effective learning environment for all students at IRIS School. This policy aims to encourage responsible behaviour, respect for others, and a commitment to learning.

## 2. Scope

This policy applies to all students, staff, parents, and guardians within IRIS School and during school-related activities, including extracurricular activities, field trips, and off-campus events.

## 3. Policy Statement

At IRIS School, we believe that a positive school environment is fundamental to student success. We aim to foster a culture of respect, responsibility, and accountability among students and staff. Through this policy, we seek to promote appropriate behaviour and address misconduct in a fair and consistent manner.

## 4. Aims and Objectives

The aims of the Discipline Policy at IRIS School include:

- To promote a safe and respectful environment conducive to learning.
- To establish clear expectations for student behaviour.
- To provide a consistent framework for addressing behavioural issues.
- To recognize and reward positive behaviour and achievements.
- To provide support and interventions for students exhibiting challenging behaviour.

## 5. Code of Conduct

All students are expected to adhere to the following principles of conduct:

- Show respect for others, including peers, staff, and school property.
- Take responsibility for their actions and choices.
- Follow school rules and regulations.
- Cooperate with staff and participate positively in the school community.

## 6. Promoting Positive Behaviour

To encourage positive behaviour, IRIS School will implement the following strategies:

- **Behaviour Expectations:** Communicate clear expectations for behaviour in classrooms, hallways, and other areas of the school.

- **Positive Reinforcement:** Recognize and reward students who model appropriate behaviour, such as through a merit system, awards, or special privileges.
- **Character Education:** Integrate character education into the curriculum to promote values such as empathy, respect, and responsibility.

## 7. Disciplinary Procedures

The following procedures will be followed in response to instances of misconduct:

- **Informal Resolution:** Staff will initially address minor behavioural issues informally, providing guidance and correction.
- **Documentation:** Staff will document instances of repeated or serious misconduct, noting the details and any interventions attempted.
- **Referral to Administration:** If behaviour does not improve, or if serious misconduct occurs, the matter will be referred to school administration for further action.
- **Investigation:** The administration will conduct a fair and thorough investigation, allowing the student to share their perspective.

## 8. Consequences for Misconduct

Consequences will be applied fairly and consistently, depending on the nature and severity of the misconduct. Potential consequences may include:

- Verbal warning.
- Written warning or reflection.
- Loss of privileges (e.g., participation in extracurricular activities).
- Internal or external suspension, as appropriate.
- Restorative practices, including mediation and community service.

## 9. Support for Students

Recognizing that some behaviour may stem from underlying issues, IRIS School will:

- Provide support services, including counselling and mentoring, for students experiencing behavioural difficulties.
- Collaborate with parents and guardians to develop interventions and support plans tailored to individual student needs.

## 10. Parental Involvement

Parents and guardians play a vital role in supporting positive behaviour at school. IRIS School will:

- Communicate regularly with parents about their child's behaviour, including both successes and areas for improvement.
- Encourage parental involvement in developing behaviour support plans when necessary.

## 11. Review and Appeals

Students and parents have the right to appeal disciplinary decisions. The appeal process will include:

- A written request for review submitted to school administration within a specified time frame.
- An investigation of the appeal by an impartial party (e.g., a senior administrator), with findings communicated in writing.

## **12. Monitoring and Evaluation**

This Discipline Policy will be monitored to assess its effectiveness through:

- Regular feedback from students, staff, and parents.
- Review of behavioural data and incidents.
- Annual evaluations to determine necessary adjustments or enhancements.

## **13. Review and Approval**

This policy will be reviewed annually by the school leadership team and approved by the governing body to ensure it remains relevant and effective.

## **14. Conclusion**

At IRIS School, we are committed to fostering a supportive and respectful environment where students can thrive academically and socially. This Discipline Policy aims to guide the school community in promoting positive behaviour, addressing misconduct effectively, and maintaining a safe and inclusive school environment.