

IRIS School Discipline Policy

Effective Date: Sep 2025

Review Date: Sep 2026

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.