



St Philip's Christian College Gosford Managing Student Behaviour (Discipline) Policy

Policy Document Information

Author/Supervisor	Executive Leadership Team
Compliance	
NESA	Registered and Accredited Individual Non-Government Schools (NSW) Manual • Section 3.6.1 (Child Protection) • Section 3.6.2 (Student Welfare) • Section 3.6 (Safe and Supportive Environment) • Section 3.7.1 (Discipline) • Section 3.8 (Attendance) • Section 3.10.1 (Reporting on changes made to policies)
Legislative Requirements	• Education Act 1990 • Education Regulation Act 2017 • New South Wales Education Standards Authority Act 2013 • Ombudsmen Amendment (Child Protection and Community Services) Act 1998 • Children and Young Persons (Care and Protection) Act 1998
Other Policy Relationships	• Allegations against Employees in the Area of Child Protection Policy • Protecting and Supporting Children and Young People Policy (Child Protection) • Supervision Guidelines • WHS Policy • Managing Student Behaviour (Discipline) Procedures • Managing Student Behaviour (Discipline) Guidelines • Excursion Policy • Privacy Policy • Managing Student Behaviour (Commendation) Policy • Managing Student Behaviour (Anti-Bullying and Harassment) Policy • Record Keeping Policy
Document Location	mySPCC > myADMIN > Administrative > Policy Library.
Key Dates:	
Date of Issue/last revision	2025
Date submitted to ELT	15 September 2025
Date Ratified by ELT	22 September 2025
Review Date	August 2028
Policy Review	This policy will be reviewed every 3 years, or as needed in line with legislative changes and the requirements of the Association of Independent Schools.
Applies to	St Philip's Christian College, Gosford K-12

The College's policies which are made from time to time are made pursuant to the requirements set out in section 47 of the *Education Act* and NESA for the registration and accreditation of the school.



St Philip's Christian College Gosford Managing Student Behaviour (Discipline) Policy

1. General Statement

St Philip's Christian College, Gosford is a Christian, Coeducational, Independent, Kindergarten – Year Twelve College. The College is located in Narara in the NSW Central Coast.

St Philip's Christian College Mission Statement

St Philip's Christian College will continue to provide quality education in a caring, secure and challenging learning environment based on Christian beliefs, and practice.

Education at St Philip's Christian College is largely about relationships, which may develop into conflicts which require management, resolution, forgiveness and healing. Policies for Managing Student Behaviour and associated restorative practices assist students to learn from their mistakes and reconcile differences and problems with others. The purpose of discipline is to teach students respect, self-control and the consequences of our actions in order to create a safe environment where learning can be maximised.

It is vital that as members of the College community we all work together in support of the principles and practices outlined within this document in order to effectively nurture each child in a loving and caring manner. It is acknowledged that the discipline of a child can be an emotional experience for those involved and therefore parents and teachers are reminded that a calm, supportive and objective response is the most beneficial in each situation.

At St Philip's Christian College we also acknowledge the close relationship between student wellbeing, pastoral care, classroom climate and teaching and learning practice. Managing Student Behaviour therefore needs to be seen and developed within this holistic perspective.

It is to be noted that some school-based activities such as Managing Student Behaviour will be subject to a variety of 'policy areas'. It is also noted that each policy is not mutually exclusive, that is, there are implicit and explicit interrelationships between many policies. (eg. Commendation Policy, Managing Student Behaviour (Anti-Bullying and Harassment) Policy, Supervision Policy, etc)

No corporal punishment will be administered at St Philip's Christian College nor is the administering of Corporal Punishment by non-school persons, including parents sanctioned by the College.

Managing Student Behaviour (Discipline)

Student Discipline is an important part of providing a conducive learning environment for all (students, staff, parents and visitors). The goal of Managing Student Behaviour is to work towards the achievement of the College's core values of Christ First, Serve One Another, Strive For Excellence, Do What is Right and Build Community. Students need to feel safe, secure and happy whilst at school so they can learn. When a student's behaviour is not acceptable, certain strategies need to be put in place so that the student's behaviour can be modified.

This policy is to be read and implemented in conjunction with the College's Managing Student Behaviour (Discipline) Guidelines and Procedures documents and the Managing Student Behaviour (Commendation) Policy, Guidelines and Procedures documents.



Definitions:

- **Suspension:** temporary removal of a student from classes normally attending for a set period.
- **Expulsion:** permanent removal of a student from ONE school.
- **Exclusion:** act of preventing the admission of a student to a number of schools.
- **Hearing Rule:** the process of:
- **Unbiased decision making:** requires impartiality and absence of bias; where possible independent people to undertake investigation and decision making.

2. Aim/s

The aim of Managing Student Behaviour is to create and maintain a safe, secure, productive and happy learning environment for the spiritual, emotional, academic, social and physical development of all the students in our care.

It is reasonable to expect that the procedures for Managing Student Behaviour will change in response to changing circumstances as students' needs vary from year to year. As methodology becomes out of date or routine and as all students are unique, teachers and administrators may vary their approach to managing student issues. Teachers are mandated to at all times use their professional judgement and wisdom when managing student behaviour.

3. Objectives – Policy statement

3.1 Christian Ethos: Our approach to Managing Student Behaviour, including student discipline, is underpinned by Biblical truth and motivated by Christian love. In this context, Hebrews 10:24 provides a solid basis for relationships at St Philip's Christian College. Jesus Christ is our definitive behavioural model.

3.2 Promoting a Safe, Supportive and Inclusive Environment:

- A holistic approach
- A whole school responsibility
- Consistent with legislation and reflecting Government policy
- Incorporates the principles of natural justice and procedural fairness
- Reflects the identified needs of the community
- Implementation of clearly-defined expected standards of behaviour
- Promotes positive student behaviour, including specific strategies to maintain a climate of respect
- Recognises and reinforces student achievement
- Management of inappropriate student behaviour

3.3 Self Discipline

Managing Student Behaviour should be proactive and is designed to help correct and develop behaviour so that self-discipline may be fostered. As followers of Jesus Christ, St Philip's Christian College hopes that discipline may not just lead to self-control but to a Christ-centred life.

3.4 Respect

As members of the St Philip's Community we should all show respect to each other. Managing Student Behaviour should recognise the age and maturity of the person and not belittle the person through word or deed. Staff and students should recognise the importance of talking politely to those in authority and peers. Students and staff are expected to obey those whom God has placed in positions of authority.



3.5 Principles of Procedural Fairness and Natural Justice

The Principles of Procedural Fairness and Natural Justice are interwoven in the guidelines and procedures for Managing Student Behaviour at St Philip's Christian College. Natural justice is a basic right of all when dealing with authorities. Procedural fairness refers to what is sometimes described as the 'hearing rule' and the right to an 'unbiased decision'. Natural justice demands that authorities will not act in a capricious or unethical manner.

3.6 Restorative Approach

The philosophy of Restorative Practices informs a positive and formative approach to Managing Student Behaviour, in particular student discipline. At St Philip's Christian College we are committed to Restorative Practices, which has as its aim the promotion of resilience in the one harmed and the one causing harm. Restorative measures help students to learn from their mistakes, grow in self-discipline, take responsibility for their own actions, recognise the impact of their actions on others, and reconcile and resolve conflict with others. "Correction" and "discipline" should always be **restorative**. It should be consistent with the College's mission (directed towards protection and enhancement of safe learning environments) and appropriate to the nature of the offence, if possible, restoring any damage to relationships, work and property.

4. Audience and Applicability

All staff, students and parents of St Philip's Christian College, Gosford.

5. Principles and Procedures

5.1 At St Philip's Christian College, we strive to provide quality learning environments which are:

- inclusive
- safe and secure
- free from bullying, harassment, intimidation and victimisation

5.2 All students and staff have the right to be treated fairly and with dignity in an environment free from disruption, intimidation, harassment, victimisation and discrimination. To achieve this, it is expected that high standards of discipline are maintained.

5.3 When parent/carers enrol their children at St Philip's Christian College they enter into a partnership with the College. This partnership is based on a shared commitment to provide opportunities for students to take responsibility for their actions. Collaboration between staff, students and parent/carers is an important feature of discipline at St Philip's Christian College. If the Principal believes that a mutually beneficial relationship of trust and cooperation between a parent and the College has broken down to the extent that it adversely impacts on that relationship, then the Principal may require the parent to remove the child from St Philip's Christian College. (*See the College's "iThrive Managing Student Behaviour (Discipline) Procedures" document*).

5.4 The aim of the partnership between St Philip's Christian College community and the College is to develop socially responsible, self-controlled young people who are capable of making informed decisions. This is achieved through an effective social, cultural and academic curriculum which caters for the individual needs of students.

5.5 In implementing the Managing Student Behaviour (Discipline) Policy, no student is to be discriminated against, harassed or victimised on any grounds as required by legislation.

5.6 This policy is to be implemented consistent with the Work Health and Safety Policy obligations for ensuring a safe and healthy working and learning environment for staff, students and visitors at the College.



5.7 We endeavour to have in place strategies for identifying, reporting and dealing with bullying behaviours, developed consistent with the Managing Student Behaviour (Anti-Bullying and Harassment) Policy.

5.8 The Managing Student Behaviour (Discipline) Policy may apply outside of school hours and off school premises where there is a clear and close connection between the College and the conduct of students.

5.9 The Education Act requires that discipline of students be based on procedural fairness. In matters where suspension or expulsion is contemplated, the Principal must ensure that the process has been procedurally fair and that they have acted justly. (*See the College's "Managing Student Behaviour (Discipline) Procedures" document, for the processes relating to suspension and expulsion*). Please note: that no exclusion will occur. A student expelled from St Philip's Christian College, will not be excluded from applying for enrolment at another St Philip's Christian Education Foundation Ltd (SPCEF) entity.

6. Responsibilities and Delegations

Principal

- The Principal is accountable to the Executive Principal and the Board of Governors for ensuring a safe, secure and harmonious work environment for students and staff.
- The Principal, in conjunction with the Executive Leadership Team is responsible for the development, implementation and monitoring of the Managing Student Behaviour (Discipline) Policy.
- The Principal is responsible for ensuring that the College's policy is evaluated and reviewed by the school community at least every three years.
- The Principal will endeavour to engage in collaboration in the development of the policy and that staff are provided with training and development opportunities in behaviour management.
- The Principal will make available a copy of the Managing Student Behaviour (Discipline) Policy to the College community.
- The Principal will ensure parents and students are informed whenever College rules are reviewed.
- The Principal will ensure that all disciplinary actions involving suspension or expulsion from the College are managed consistently with the Suspension and Expulsion of procedures listed in the College's Managing Student Behaviour (Discipline) Procedures document.
- The Principal will ensure the school maintains appropriate records relating to suspension (in-school and out-of-school) and expulsion.

6.2 Deputy Principal/Heads of Schools

- Heads of Schools are expected to participate in the development of the Managing Student Behaviour (Discipline) Policy and to support its effective implementation and monitor its effectiveness.
- Maintain appropriate records relating to discipline matters.
- Liaise with, and coordinate as necessary meetings between key stakeholders (staff, parents, students) regarding individual student behaviour.

6.3 Teachers

- Teachers are able to contribute the development of the Managing Student Behaviour (Discipline) Policy and are expected to support its effective implementation.
- Communicate with Head of School and parents behavioural matters.
- Use a variety of strategies to help manage behaviour.



- Where necessary, develop with student/parent and Head of School, individual behaviour plans or goal settings.

6.4 Parent/Carers

- Parent/carers are expected to support the College in the implementation of the Managing Student Behaviour (Discipline) Policy, Guidelines and Procedures.
- Parent/carers are expected to attend all meetings regarding student behaviour and where necessary to help establish Individual Behaviour Plans or goal setting.
- Parents/carers are expected to support strategies agreed upon in an Individual Behaviour Plan.
- Parents/carers are expected to communicate any matters that may be relevant to the managing of an individual's behaviour.

6.5 Students

- Students are expected to follow the College rules and to comply with staff directions regarding discipline and appropriate behaviour.
- Students are expected to show respect for teachers, fellow students, other staff and school visitors and not engage in any form of harassment, victimisation or intimidation.

7. Monitoring Evaluation and Reporting Requirements

This policy will be evaluated and reviewed every three years or as needed.

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