



Discipline Policy

Highfields School is committed to maintaining high standards of student behaviour to ensure a safe, respectful and supportive environment in which all students can learn and thrive. We believe that positive behaviour is best supported through clear expectations, consistent practices and strong relationships between students, staff and families.

This policy outlines the School's approach to behaviour support, including the expectations for student conduct, the supports available to students, and the processes that apply when behaviour does not meet School expectations. It is underpinned by a Behaviour Support Framework that prioritises collaborative, proactive, inclusive and restorative practices, while also recognising that more targeted or intensive supports may be required for some students.

Behaviour expectations apply in all school settings, including classrooms, playgrounds, excursions and school-related activities, and are articulated through the Student Code of Conduct and the Class and Playground Learning Agreements. All students are supported to understand these expectations and to develop the skills needed to meet them.

While the School aims to address behaviour concerns through supportive and educative approaches, serious or persistent breaches of School expectations may require disciplinary action. Any such action will be undertaken in accordance with the principles of procedural fairness and relevant legislative and regulatory requirements.

Definitions

Behaviour Support is outlined in the Framework and includes but is not limited to classroom adjustments, learning agreements, restorative practices, collaborative problem solving, reflection and the making of plans to guide a student's next steps when needed.

Suspension is a temporary removal of a student from all of the classes that a student would normally attend at a school for a set period of time. Suspension is generally used as a response to serious breaches of School rules or policies.

The final decision to suspend a student will be made in consultation with the School Board and with advice from Independent Schools of NSW.

Expulsion is the permanent removal of a student from the School. Expulsion is used in response to a very serious breach of School rules, or ongoing breaches of School rules or policies, where it is deemed that the student's continued presence at school poses a risk to the safety or wellbeing of other students or staff, or to the effective functioning of the School.

The final decision to expel a student will be made in consultation with the School Board and with advice from Independent Schools of NSW.

Exclusion is the act of preventing a student's admission to a number of schools. Exclusion is not an action applied at this school.

Procedural Fairness

Highfielders have a right to procedural fairness in matters that concern them including those concerning discipline.

The principles of procedural fairness include the right of students to:

- know what the expectations are and what behaviour is expected of them,
- have decisions determined by a reasonable and unbiased person,
- be informed of, and have the opportunity to respond to, any allegations against them, and
- be heard before a decision is made.

Corporal Punishment Prohibition

The corporal punishment of students attending Highfields is not permitted in any context or at any age. Neither school policies or procedures, explicitly or implicitly, sanction the administering of corporal punishment by staff, non-school persons, including parents, to enforce discipline at the School.

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

Reviewed and Updated

May 2026 to include information about the Highfields Behaviour and Support Framework