



**College Disciplinary Report
January - November 2020**

Council adheres to the principles of good governance, ethical leadership and creating an ethical culture. In line with the governance requirements of Council the Governance Committee has overseen the disciplinary matters from a governance, risk and compliance point of view.

The College has been undergoing the extensive review process for the codes of conduct.

The code of conduct for students has undergone numerous reviews with the assistance and guidance of legal counsel. The major themes in the changes included disciplinary processes and aligning those to the procedure; ensuring issues of diversity and transformation were adequately addressed, and parents' involvement and communication.

The code of conduct for parents have not been of a material nature, however, there have been vital changes with the main theme being that there be expansion on some of the terms and prescriptions within the code

The code of conduct for staff was reviewed through guidance by legal counsel and labour law experts. It must be noted that the format of the staff code is very different to the one that has been drafted for the students and parents, however, with the advice from our labour law consultant, it was highlighted that employee discipline and labour relations are regulated by statute. The prevailing legal position in terms of labour law would take precedence and the code has been reviewed in consideration of this fact.

The Governance Committee and Council are responsible for the final approval of the summary which provides an overview of the type of infringements the College has dealt with within the 2020 calendar year. These account for the formally reported incidents in line with the school's codes of conduct and disciplinary codes and procedures. It is essential that all stakeholders are familiar with College policies, procedures and processes.

The College monitors the conduct of its students and staff in line with the codes, rules and disciplinary processes. Whilst the College uses a preventative and developmental approach through continuously conscientizing and bringing the attention of all involved to expected behaviour, transgressions do occur. Consistent education and messaging of expected behaviour will be used in ensuring students and staff are familiar with College policies. A register of each infringement is kept for all acts of misconduct and disciplinaries are reported three times a year.

A restorative justice approach is used as a framework to create safe, supportive spaces in our schools. The restorative approach works best for our school as the inherent worth of each individual is recognised. We seek to strengthen the essential needs that connect us to one another in the classroom, school and Saints community.

The most common themes across students include substance abuse, bullying, unethical conduct and the abuse of social media. The most common themes across staff include results-based management, various microaggressions (e.g. racial, micro-assaults, micro-insults, micro-invalidations) and unethical conduct. All matters were handled appropriately and in line with the Codes of Conduct, in some instances with legal counsel.

Going forward, the Governance Committee will continue to review the appropriateness of the principles of fair and responsible disciplinaries and the implementation and application of the codes of conduct and will report any changes in the Council feedback report.