



## Suspension and Expulsion of Students Policy

### 1. RATIONALE

All students and staff have the right to procedural fairness and to learn and teach in an environment free from disruption, intimidation, harassment and discrimination.

There will be cases of unacceptable behaviour where it will be in the best interests of the School community and/or the student involved, for the student to be removed from the School for a period of time or completely. Suspension and expulsion are the options available to the Principal and/or Heads of Sub Schools in these situations. In such cases of unacceptable behaviour, parent(s) or guardian(s) should not be asked to keep students at home without the formal imposition of a suspension unless this is for the remainder of a school day as part of an approved behaviour management program.

In implementing these procedures, the Principal and/or Heads of Sub Schools will ensure that no student is discriminated against on any of the following grounds:

- race, including colour, nationality, descent, ethnic, ethno-religious or national origin
- sex
- marital status
- disability, including HIV/AIDS
- homosexuality
- transgender, or age.

The Principal and/or Heads of Sub Schools must also ensure that the implementation of these procedures takes into account factors such as the age, individual needs, any disability and developmental level of students.

Suspension and expulsion are strategies within the School's student welfare and discipline policies. It highlights the parents' or guardians' responsibility for taking an active role, in partnership with the School, to modify the inappropriate behaviour of their child. Where practicable, the School will work with parent(s) or guardian(s) with a view to assisting a suspended student to re-join the School community as quickly as possible.

The principles of procedural fairness are fundamental to the implementation of these procedures. Procedural fairness is generally recognised as having two essential elements.

These are:

- the right to be heard, and
- the right of a person to a fair and impartial decision.

#### **Grievances Disputes – Procedural Fairness for Students**

In determining whether a student's misbehaviour is serious enough to warrant suspension or expulsion, the Principal and/or Heads of Sub Schools will consider the safety, care and welfare of the students, staff and other students in the class.

## 2. PROCEDURES

### Suspension

The Principal and/or Heads of Sub Schools may suspend immediately if a student:

- Is physically violent.
- Is in possession of a firearm, prohibited weapon, or knife.
- Uses, or is in possession of, a suspected illegal substance or supplies a restricted substance, such as drugs and alcohol.
- Use of an implement as a weapon or threatening to use a weapon.
- Serious criminal behaviour related to the School.
- Persistent misbehaviour, bullying and harassment including social media bullying.
- The person imposing the suspension should promptly communicate the suspension, to the student's parents or guardians. The Principal and/or Heads of Sub Schools should be blind copied into any communication.
- The length of the suspension will vary according to the nature and severity of the student's behaviour. However, the School will not suspend a student for more than a few days without attempting to hold a formal disciplinary meeting with the student and the student's parents to discuss the School's reasons for the suspension, and any alternatives that may be available.

### Expulsion

In serious or repeated circumstances of misbehaviour, the Principal may expel a student of any age from the School. The Principal may also expel a student of post compulsory school age for unsatisfactory participation in learning.

In all cases where consideration is being given to expelling a student, the gravity of the circumstances requires that particular emphasis be given to procedural fairness issues.

When considering the expulsion of a student for misbehaviour, the Principal will:

- Ensure, except as a result of a serious incident, all appropriate student welfare and discipline strategies have been implemented and documented.
- Arrange a formal disciplinary interview with the student (and observer/parent/guardian) and will ensure that the student is given information about the nature of the allegations(s) and is given the opportunity to consider and respond to the allegations(s).
- Ensure that the key features of the interview are documented in writing.
- Notify the student and parents that expulsion is being considered giving reasons for possible action.

Having reached a decision to expel a student from the School, the Principal will inform the student and the parent(s) or guardian(s) in writing. This formal advice should also restate the right to appeal the decision.

It is not the policy of Lindisfarne Anglican Grammar School to exclude a student from other Schools.

**Lindisfarne Anglican Grammar School expressly forbids the use of Corporal Punishment for the enforcement of discipline of the students by staff of the School.**

**Lindisfarne Anglican Grammar School does not explicitly or implicitly sanction the administering of corporal punishment by non-school persons, including parents, to enforce discipline at the School.**

#### [Education Act 1990 No: 8 – Definition of Corporal Punishment](#)

**Corporal punishment** of a student means the application of physical force in order to punish or correct the student, but does not include the application of force only to prevent personal injury to, or damage to or the destruction of property of, any person (including the student).

This document should be read in conjunction with the Student Welfare and Behaviour Management Policies.

### 3. RELATED POLICIES

This policy should be read in conjunction with the following policies (but not limited to)

- CODE003 Code of Conduct – Students
- ENRO001 Enrolment Policy
- PAST001 Behaviour Management Policy – Junior School
- PAST002 Behaviour Management – Middle and Senior School
- PAST005 Anti Bullying Policy
- PAST006 Pastoral Care Policy

### 4. POLICY ADMINISTRATION

This policy will be reviewed periodically or in the event of any information or incident that indicates the need for a review, or following relevant legislative or organisational change.

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