

# Genazzano FCJ College

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Genazzano FCJ College promotes respectful relationships between students, staff and the wider community. Education at Genazzano is informed by our vision: a passion for life, a love of learning, and the courage and confidence to lead and serve others. Respect for self, others and the environr

The purpose of this policy is to explain how the College will support and implement how students will interact and learn with each other and the Genazzano staff. This is articulated through a staged response beginning with how to create a supportive learning environment to dealing with serious learning and behavioural issues. The Student Mental Health policy provides information related to the support structures and processes that guides the College Psychologists Wellbeing Staff and Case Management Teams.

All bullying and cyberbullying concerns are addressed according to the Genazzano Student Anti Bullying Policy. All behavioural issues related to the College boarders that occur while under the care of the Boarding House Staff are addressed in the Boarding House Behaviour Management Policy.

Corporal punishment is prohibited in all Victorian schools. Corporal punishment must NOT be used at Genazzano FCJ College under any circumstances.

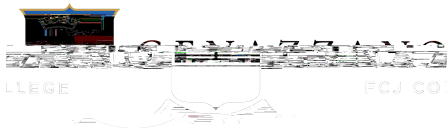
Every College staff member is responsible for implementing school-wide practices and preventative strategies for all students to support positive behaviours including:

Teachers knowing their students, their learning needs and can identify students who are boarders,

10. Providing support structures to facilitate Personalised Learning P\_







What could have been done differently? OR

What needs to happen to make things right? OR

What's the plan then? OR

Is there anything I can do to support you?

When you get stuck in the process - when a student continues to justify their actions and/or tries to avoid answering questions it may be time to move to some closed questions.

Was what you did:

- Helpful or unhelpful?
- A good choice or a poor choice?
- Fair or unfair?
- Mean or kind?

### 7 Questions that change student discipline





they are exiting a class. It is used to assist students in settling down to a state of calm, so they are more actively



restraint or seclusion is reasonable, staff need to take account of all the circumstances, including:

- the student's age, grade and developmental level
- the student's physical presentation – weight and stature
- e the relevance of any known

Suspension is the process of excluding a student from the standard instruction or educational opportunities being provided to other students at the school for part of a day, a full day, or multiple days.

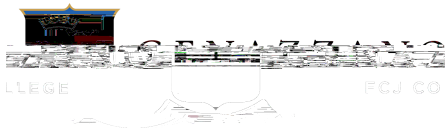
Suspension is a serious disciplinary measure and at Genazzano FCJ College this is reserved for incidents where other measures have not produced a satisfactory response. Before considering a suspension, the College seeks to understand the reasons for a student's behaviour and considers alternative educational and wellbeing supports and interventions that can be provided to the student to effectively address the reasons.

The College recognises repeated or lengthy suspensions may not address the reasons for a student's behaviour and may risk leading to poorer outcomes for a student's engagement in education. The College uses restorative practice to proactively address these behaviours and promote better outcomes for the student in the future.

Suspension occurs when a student's attendance to class is temporarily withdrawn, on the authority of the Principal or delegate, for a set period of time.

Suspension allows the parties involved to reflect on and enter into dialogue about the behaviour and circumstances that have led to the suspension, so that the student can learn from the experience and improve their behaviour in the future.

Suspension occurs when



problem that has led to the student's suspension. This may include reviewing systems of support in place to mitigate risks.

In all suspension cases, Genazzano FCJ College will ensure a continuation of educational opportunity by providing the student with meaningful work, and monitor the completion of that work, until the period of suspension concludes.

The enrolment agreement explicitly records at the time of acceptance of the enrolment of a student that unacceptable behaviour by a child may result in suspension or termination of the child's enrolment.

Only the Principal or their delegate has the authority to suspend a student from Genazzano FCJ College. The Principal should be notified of the suspension as soon as practicable.

The Principal is responsible for ensuring all procedures associated with suspension are followed correctly.

The Principal or delegate has authority to suspend a student if the student:

- Behaves in such a way as to pose a danger, whether actual, perceived or threatened, to the health, safety or well-being of any person
- Causes significant damage to or destruction of property
- Commits or attempts to commit or is knowingly involved in the theft of property
- Possesses, uses or sells or deliberately assists another person to possess, use or sell drugs or alcohol or weapons
- Fails to comply with any clear and reasonable instruction of a staff member so as to pose a danger, whether actual, perceived or threatened, to the health, safety or well-being of any person
- Consistently engages in behaviour that vilifies, defames, degrades or humiliates another person online or in person based on: age; breastfeeding; gender; identity; impairment; industrial activity; marital status; parent/carer status or status as a carer; physical features; political belief or activity; pregnancy; race; religious belief or activity; sex; sexual orientation; personal association (whether as a relative or otherwise) with a person who is identified by reference to any of the above attributes
- Consistently behaves in an unproductive manner that interferes with the wellbeing, safety or educational opportunities of any other student

Suspension only applies if the student is engaged in the behaviour referred to above while at school, travelling to or from school, is identifiable as a member of the school community or while engaged in any school activity away from school (including travel to and from that activity).

Some wrongful behaviours of a serious nature are by definition criminal offences. These may include criminal damage of property, possession of a weapon, theft, assault with weapons, use, possession or distribution of drugs. The grounds for suspension are indicative only and not exhaustive.

When a Principal determines that a serious criminal offence has occurred, they will be mindful of the Genazzano's duty of care, including those owed to students who are victims or offenders and to staff working with the student. The incident will be reported to the police at the earliest opportunity.

- 1.1 In determining whether a student should be suspended, the Principal or delegate will ensure that suspending the student is appropriate to:
- a) the behaviour for which the student has demonstrated
  - b) the educational needs of the student
  - c) any disability the student may have
  - d) the age of the student
  - e) the residential and social circumstances of the student.
  - f) Suspension or Expulsion of Aboriginal and Torres Strait Islander students When considering a suspension/expulsion for an Aboriginal or Torres Strait Islander student, the Principal should engage an appropriate support person who can support the school and family to find the best outcome for the student, and connect the school and family to any local or regional supports.
  - g) Overseas Students. When considering appropriate discipline for overseas students, otherwise known as international students, it is important to note that the decision to suspend or expel may impact on a number of the student's visa conditions.

c no  
purpose

suspended have been considered.

1.3 When providing procedural fairness to a student in accordance with paragraph 1.3, the Principal will ensure that they do so in a manner which does not prejudice any relevant investigation on the request of Victoria Police.

1.4 Prior to an internal or external suspension taking

approv

expl





3.2 The Principal will determine whether the assistance of an interpreter in any language (including Auslan) is required by any person who is to attend

- d) considerations in support of the expulsion, including a comprehensive range of strategies which might have been employed
- e) any considerations of the impact of the behavior

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- 6.1 Genazzano FCJ College Council may appoint an independent consultant to oversee the appeal process.
  - 6.2 Students and their family/parents/guardians/carers/relevant persons have the right to appeal the expulsion decision through the Chair of College Council.
  - 6.3 Any review of a decision to expel will reference all relevant records to determine if principles of procedural fairness were followed in the decision-making process.
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- 7.1 A student and their family/parents/guardians/carers/relevant persons



- Expulsion of Students Report
- e) ensure panel members are fully informed of their role. The Expulsion Review Panel will provide a completed Expulsion Review Panel Report to the College Council within three business days of the conclusion of the Expulsion Review Panel meeting.

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where it is judged that the student

A negotiated transfer will only be considered if the student is engaged in the behaviour referred to a







The Student Absence Learning Plan is designed to support academic engagement and achievement despite a period of absence from school. The plan is developed in consultation with the student, their family/parent/guardian/carer/relevant person and Genazzano staff

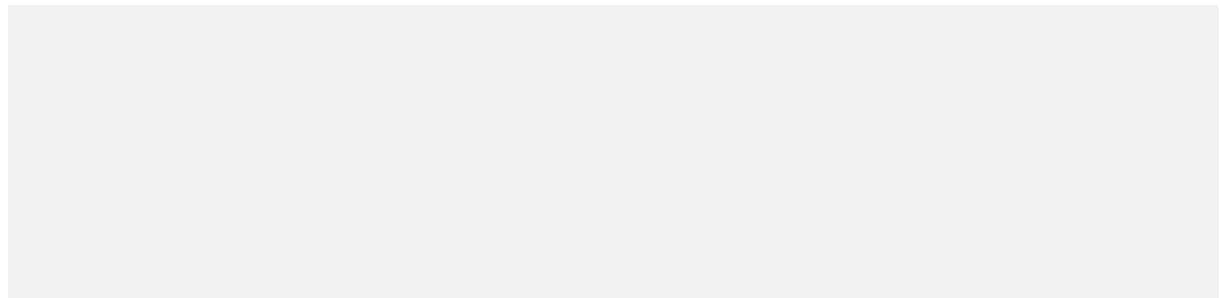




The Expulsion of Students – Return to School Plan is designed to support the student to re-engage with the school community following an absence due to expulsion, with the expulsion decision being overturned. The plan outlines both the academic and social supports that are in place to support their positive return to the school community.

The Expulsion of Students – Return to School Plan is developed in consultation with the student, their family/parents/guardians/carers/relevant persons and Genazzano staff.



This document is designed to assist you in understanding the process if the Genazzano FCJ College Principal is considering the expulsion of your child, including how to appeal an expulsion decision.

When a student's behaviour is of such significance that it poses a threat to their own and/or others' health, safety and wellbeing in the school community, the



The Principal must ensure that your child is participating in one or more of the following as soon as practicable:

- enrolment at another registered school
- enrolment at a registered training organisation
- engagement with an employer

The designated Chair of College Council may appoint an Expulsion Review Panel to review the Principal's decision to expel your child, and they will notify the FCJ Education Board if this is the case. You will be provided with information concerning the Expulsion Review Panel.

After the Expulsion Review Panel has met and considered all relevant information presented by you, the panel will prepare an Expulsion Appeal Report for the College Council. The Chair of College Council will then determine to either:

- uphold







There have not been sufficient interventions and strategies utilised prior to the decision to expel where the student has a history of behavioural issues.

Yes/No

The grounds on which the student has been expelled are unfair.

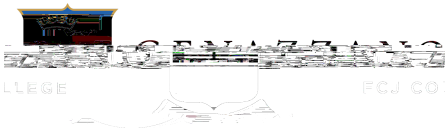
Yes/No

The expulsion process was not followed by the Principal.

Yes/No

Other extenuating circumstances.

Yes/No



Student signature (if applicable): \_\_\_\_\_ Date: \_\_\_\_\_