



DISCIPLINE POLICY

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Rationale

Novoschool expressly prohibits the use of corporal punishment in any form and does not sanction the use of corporal punishment by any person associated with the School. As school staff, we have a legal and moral responsibility to ensure that a fair and redemptive discipline system is in place and well understood by students and staff.

Aims

The aims of the Novoschool discipline system are to:

- maintain a safe, respectful and inclusive learning environment
- support students to develop responsibility for their behaviour
- promote positive relationships within the school community
- respond to inappropriate behaviour in a fair, consistent and proportionate manner
- support student wellbeing and personal growth through restorative and educational approaches.

The School's discipline approach aligns with the principles of the NSW Anti-Bullying Framework, which emphasises prevention, early intervention and supportive responses to harmful behaviour.

Implementation

Novoschool applies a fair and consistent approach to behaviour management that prioritises student wellbeing, learning and accountability.

When responding to inappropriate behaviour, the School may consider:

- the nature and seriousness of the behaviour
- the age and maturity of the student
- the impact on other students or staff
- any previous behaviour concerns.

Responses to behaviour may include:

- discussion and guidance from staff
- restorative conversations or mediation
- behaviour support strategies
- communication with parents or carers
- loss of privileges or restrictions on participation
- detention or other behaviour management consequences
- suspension from school
- expulsion from school in serious circumstances.

The School seeks to respond to behaviour in ways that promote learning, reflection and responsibility.

Procedural Fairness



Novoschool ensures that disciplinary decisions are made in accordance with the principles of procedural fairness.

This includes the right of a student to:

1. know the allegation and relevant information
2. understand the process being followed
3. provide a response to the allegation
4. have the matter considered by an impartial decision-maker
5. request a review of the decision where appropriate.

Procedural fairness helps ensure that decisions are reasonable, transparent and based on available information.

Parent Partnership

The School values collaboration with parents and carers when addressing behaviour concerns.

Where appropriate, the School will communicate with parents or carers regarding significant behaviour concerns and work collaboratively to support positive behaviour and student wellbeing.

Records

The School will maintain records of significant behaviour incidents and disciplinary actions.

These records assist the School to:

- ensure fairness and consistency
- monitor behaviour patterns
- evaluate the effectiveness of behaviour management strategies.

Records are maintained confidentially in accordance with the School's privacy obligations.