



## Discipline Policy

### **Preface**

The Education Act requires that policies related to the discipline of students be based on procedural fairness. Hence the process that leads to disciplinary action and the implementation of associated penalties, particularly but not exclusively in relation to suspension, expulsion and exclusion, must be procedurally fair.

Procedural fairness is the basic right of reply through grievance procedures and the assumption that investigation and decision making processes be impartial and unbiased.

### **The Redfield College Discipline Policy**

Is underpinned by these principles and procedures. Furthermore, Redfield College encourages students to use their freedom responsibly, to be self-disciplined and to take charge of their own behaviour as part of a positive and true development of their character through their schooling.

At Redfield College school based disciplined rules have been formulated and established to provide all students with clear expectations of behaviour and associated and appropriate consequences pertaining to infringements and misbehaviour. The consequences are dependent on the severity, degree of intent and frequency of the offence to ensure the principles of equity and justice are maintained.

All misconduct and breaches of College rules will be investigated thoroughly, followed-up appropriately and acted upon promptly. In all dealings with

student discipline, Redfield College will follow procedural fairness, in a manner ensuring fair practice and equity, respecting all parties(including parents) and due observance of confidentiality.

## Self Discipline & Character Development

Self Discipline is the basis of any good and effective discipline structure. Redfield College recognises the need to focus on clear expectations, consistent application of consequences, early intervention and the development of positive patterns of behaviour.

Whilst students are encouraged to act with a spirit of freedom it should always be framed by personal responsibility. As students develop in character and self-discipline, their behaviour is motivated internally as a consequence of personal conviction, needing fewer external sanctions to meet the high standards of behaviour expected at Redfield College.

## Behaviour Code

The Redfield College Behaviour Code has been developed based on the **rights and responsibilities** of students.

The Behaviour Code aims to:

- treat all students fairly and justly
- set high standards of behaviour in support of character development
- promote effective teaching and learning
- create a positive and enriching environment that fosters mutual respect
- encourages students to take full responsibility for their behaviour

### Individual Rights & Responsibilities under the Behaviour Code:

<b>As a Student At Redfield College I have the right to:</b>	<b>Therefore I have the responsibility to:</b>
Be treated with understanding and respect and feel part of the College family.	<ul style="list-style-type: none"> <li>• Treat others with understanding and respect by – not laughing at them and</li> </ul>

	<p>helping them when they are in need.</p> <ul style="list-style-type: none"> <li>• Respect the Anti-Bullying policy that applies to all persons at Redfield College</li> </ul>
Wear the College uniform with pride.	<ul style="list-style-type: none"> <li>• Be well groomed at all times, wearing all aspects of the College uniform correctly as an ambassador of the College.</li> <li>• Protect and respect the property of others and of the College.</li> </ul>
Experience a safe environment.	<ul style="list-style-type: none"> <li>• Respect and care for the safety of others by following procedures and rules.</li> <li>• Not bring to the College any item that may harm myself and/or others</li> </ul>
Experience maximum benefit from all my lessons.	<ul style="list-style-type: none"> <li>• Cooperate with teachers and other students to contribute to a positive learning environment and keep up to date with required work.</li> <li>• Not to interfere with the right of other students to learn.</li> <li>• Not to be late to classes and participate in all College activities such as excursions, carnivals and sporting events.</li> </ul>
Receive appropriate homework/assignments that will	<ul style="list-style-type: none"> <li>• Complete all homework/assignments on</li> </ul>

<p>benefit me, with clear expectations of what is required.</p>	<p>time and to the best of my ability.</p> <ul style="list-style-type: none"> <li>• Use my school diary/canvas/student intranet/email appropriately to convey and record information.</li> </ul>
<p>Experience a broad education in a pleasant, well-resourced and clean environment.</p>	<ul style="list-style-type: none"> <li>• Care of the College environment – by not vandalizing College property and reporting incidents of such vandalism.</li> <li>• Return all borrowed items in good condition and never chew gum on College property.</li> </ul>

## Natural Justice and Procedural Fairness principles

When concerns are raised about a student's behaviour:

- the student will have a fair opportunity to know and understand the concerns and the supporting evidence used in arriving at those concerns
- the student will also be given a reasonable opportunity to think about the matter and prepare a response. In serious cases students have a right to seek guidance from parents/guardians/Mentor or support person of their choosing before responding
- the student's parents/guardian/Mentor will be informed as soon as is practicably possible
- the investigation process will be conducted in an unbiased, impartial and objective manner

- the decision based on a considered assessment of this evidence will be made with total impartiality

### **Corporal Punishment Statement**

The use of corporal punishment to enforce discipline, or for any other reason, by any member of staff, or other person associated with the College is strictly prohibited. Redfield College neither explicitly nor implicitly sanctions the use of corporal punishment by non-College persons, including parents, to enforce discipline.

## **Suspension, Expulsion & Exclusion of Students**

1. Where a disciplinary issue arises which may result in expulsion or suspension the school will investigate the circumstances surrounding the issue. The Head of Discipline may direct the student not to attend school while the investigation takes place. An investigation will include the student being provided with information about the nature of the allegations and being given an opportunity to respond.
2. If after receiving the results of the investigation and hearing representations from the student, the Head of Discipline forms the view that the student should be expelled, the Head of Discipline will make a recommendation to that effect to the Headmaster and advise the student and parents/carer that this recommendation has been made.
3. The parents/carer or student may appeal against that recommendation to the Headmaster, setting out the reasons why the Headmaster should not act on the recommendation. Any appeal must be provided to the Headmaster no later than 3 days after the parents/carer have been advised of the recommendation.
4. If no appeal is made, the Headmaster will decide whether to accept the recommendation and advise the student and parents/carer of the decision.
5. If the student or parents/carer have lodged an appeal, the Headmaster will consider the recommendations and the reasons provided by the

student or parents/carer for not following the recommendation and will decide whether to accept the recommendation of the Head of Discipline. The Headmaster will then advise the student and parents/carer of the decision.

### **1. Suspension (internal/external suspension)**

When a student's conduct and/or behaviour is considered prejudicial to the safety, good order or reputation of Redfield College or any of its persons, the student may be given an external suspension from the College or any of its activities. This means that a student's right to attend the College or any of its activities has been withdrawn for a period of time not exceeding 10 school days. In the case of an internal suspension this means the student's right to attend classes has been withdrawn for a period of time not exceeding 5 school days (the student is still expected to attend the College in full College uniform).

In compliance with procedural fairness, discussion between the Headmaster or Head of Primary, the appropriate members of staff and the student will take place before the Headmaster decides on the manner of suspension.

Once a decision to suspend has been made, and before the suspension is implemented, the Headmaster or member of the executive team will immediately inform the parents/guardian of the decision by phone. The parents will be notified more formally in writing thereafter. The Parents may come to the school and meet with the Discipline Master or member of the Executive team to discuss the matter prior to the suspension. The student may have a support person attend formal interviews if they wish. All letters of suspension must be approved by the Headmaster.

During the period of suspension the College, parents and the student will work together on their solution of the problem that has led to the suspension.

All suspension matters must be authorised by the Headmaster, who may consult with the Redfield Executive Committee, if required.

## **2. Expulsion**

Expulsion means the total withdrawal of a student's right to attend Redfield College. It involves termination of the contract entered into by the College and the parents at the time of enrolment.

Expulsion is a very serious step for the College to take and will only be considered when the student's presence at Redfield College places other members of the College community at risk, the student is involved in illicit activities contrary to the well being of others or if the student's behaviour over an extended period of time is deemed to put in jeopardy or disallow the College to administer its duty of care to others. The Headmaster will inform the parents of the decision by phone followed formally by a letter. All measures will be taken to ensure that the emotional and physical safety of the expelled student is attended to during his transitional phase. The student's Mentor will be in attendance with the student until the parents or guardian is at hand.

## **3. Exclusion**

Exclusion is the act of preventing a student's admission to a number of schools. Exclusion is seen by Redfield College as a very extreme circumstance that would be taken in consultation with the PARED Board and Heads of the other PARED system Schools. The Headmaster of Redfield College may make a submission recommending the permanent exclusion of a student from the registration system of the PARED schools.

## **Primary Discipline Policy, Guidelines & Procedure**

Discipline needs to be consistent, fair and appropriate to the age and grade of the student and proportional to the misdemeanour. Sanctions are to serve as a means of modifying behaviour and to help students realise the need for self-discipline and teamwork. If a sanction is to be administered it should be given, if possible, on the day of the incident.

It is important that the reasons for any sanction are explained and understood by the student and appropriate documentation made if necessary; i.e. tutor notes, student observation notes, lunch time detention book, student diary or phone call to parents.

All major incidents are digitally documented on a Discipline Incident form. Copies are sent to the Heads of Primary and Formation, to the student's mentor and to other relevant teachers.

## **Discipline Procedures**

### 1. Homework

Homework, if missed for a genuine reason, needs a note of explanation from the parents and will still need to be completed in the student's own time. Homework misses without suitable explanation will result in a lunch time detention.

- The teacher who has given the lunchtime detention must register the student's name in the register of the Detention Book (digital format) which can be located on the school's intranet.
- Students who have been given a detention need to go to the detention classroom on the 1.07pm lunchtime bell. They must either complete the missing homework or be given another activity to complete during the detention.
- The detention is checked against the register and recorded in the Detention Book by the supervising teacher. Students have their diary stamped and the reasons for the detention noted in the diary.

The parents and tutor will be notified of repeated detentions, and a suitable strategy developed to help the student.



## **Behaviour**

### **1. Classroom misbehaviour**

Homework, if missed for a genuine reason, needs a note of explanation. This is to be dealt with initially by the classroom teacher. Positive reinforcement strategies are given priority. Team points should never be taken away from the student's team for poor behaviour.

If students are removed from the class for unacceptable behaviour it is only to be for a brief period and they must be in full view of the teacher. On no account should students be left outside of the classroom for lengthy periods of time. On occasions a teacher may decide that the best procedure is to send the student, with a note of explanation, to another teacher's class for a period of 'time out'.

Teachers at their discretion may opt as a lunchtime sanction to get the student to pick up papers from the yard. The teacher who has administered the sanction must make sure that this is carried out. In addition, he will, at a later date, indicate on the student's diary the reason for the behaviour detention.

More serious misbehaviour may result in a behaviour detention at lunchtime. Same process applies as to homework detentions. During a behaviour detention the student will write down an account of his actions leading to the detention and include, where appropriate, an apology. The student will have his diary stamped and the detention recorded in the Detention book.

If a student's misbehaviour continues despite the student will be sent to the senior teacher in charge of discipline.

### **2. Fighting**

Redfield Primary has a 'hands-off' policy. No games are allowed in the playground that involve physical violence, including tackling, wrestling, etc. Students who have been involved in a physical fight will be disciplined by the teacher in charge of discipline. The teacher in charge will investigate and

document the matter and will discuss with the Head of Primary a suitable form of sanction.

### **3. Bullying**

When a complaint has been made by a student, a parent or teacher, regarding a case of bullying the complaint is to be investigated as quickly as possible. The following steps are then to be taken:

- The senior teacher in charge of discipline interviews both the student being bullied and the student who has been doing the bullying. He will also interview eyewitnesses to the incident.
- If the bullying has been confirmed the teacher then gets the student to apologise to the victim.
- In less serious cases, the student will be placed on detention where he will write a more formal apology. The tutor will follow up the matter with the student and parents through the normal tutorial process.
- In more serious cases the Head of Primary will speak to the students involved, and the student who has been bullying is placed on internal suspension to work in isolation outside his office for a determined period, from half a day to several days.
- The parents of both students are contacted by the senior teacher in charge of discipline.
- The details of the bullying and the action taken is then written up and emailed to the Head of Primary, tutors of the boys concerned, members of the Primary Executive, Director of Formation and the class teacher of the students involved. The School Office also receives a copy to be attached to the students' files.
- If the bullying continues the process is repeated and the bullying student's parents are contacted and an interview arranged.
- In all cases of bullying it is imperative that the students' tutors and class teacher are informed of the details.

## **Transport**

Students who misbehave on the bus, train or public areas during travel time will be referred to the senior teacher in charge of discipline. Their behaviour may result in a behaviour detention or, in more serious cases, an internal suspension.

Repeated unsatisfactory behaviour may result in the student being suspended from bus travel for a set period.

## **Uniform**

Students not wearing the correct uniform need a note of explanation from their parents/caregivers. Students who are repeatedly out of uniform without a reasonable excuse will have their parents contacted. Haircuts or hairstyles that contravene the uniform code will likewise lead to parents being requested to have the student's hair fixed.

### **1. Sports Uniform**

Students who have not brought the correct uniform and a written note of explanation will be dealt with at the discretion of the Primary Sports master.

### **2. Wearing of caps**

The school has a "no hat no play" policy. The school hat is to be worn whenever the students are outdoors in the playground, during PE or sporting activities and on excursions. The proper caps to be worn are either the plain blue peaked cap or the approved cap with the Redfield badge on the side. Students without a cap will sit outside an undercover area outside a designated classroom.

All hats must be appropriately labelled. Swapping of hats is not allowed, and the health reasons behind this are to be explained to students.

### **3. Sun Protection Policy**

At Redfield College, Primary school students are required to wear a hat when playing on the oval and when participating in an outdoor activity or outdoor excursion.

The present cap is sold through the school uniform shop and is to be worn with the flap out to protect the ears and neck.

Students who do not have a cap are directed by the teacher on playground duty to play or sit in the shaded areas of the school courtyard or shaded areas outside classrooms. It is important that teachers on duty provide a good role model by wearing a hat while supervising playing areas.

While the school does not supply sunscreen for everyday use by students, sunscreen is made available for sports carnivals, where the students will be out in sunny areas for a greater length of time than on an average school day.

Talks on sun protection are given through PDHPE lessons and periodically by teachers and the district nurse at weekly assemblies and in the classroom. Visual information on sun protection is to be displayed in the classroom and around the school.

## Mobile phones

Primary students who wish to bring a mobile device to School require written permission from a parent or guardian. All mobile devices brought to school must be clearly marked with the student's name. Students are required to hand in their mobile devices to their class teacher during roll call each morning, or to the Student Services Officer, should they arrive late. The mobile devices will be kept in a secure location by the College during the day. The class teacher will return the devices to the students at afternoon dismissal.

If any student needs to contact a parent during school hours, he should do so via the School Office. Parents who need to contact their child during school hours should telephone the School and leave a message with the School Office, not via their child's mobile phone.

Students are not encouraged to bring a mobile phone to school. If by necessity students bring their mobile phone to school, they are only to be used before 8.25am or after 3.05pm. Mobile phones must be handed to the home room teacher at morning admin and will be returned at the end of the day. Mobile phones found in a student's possession will be confiscated by staff, given to the Heads of School who will retain the phone for three school days on the first offence and 5 school days for a second offence. Should a student be found in possession of his phone for a third time the parents will be contacted and the phone will be confiscated for 2 school weeks. Further breaches will result in more serious sanctions.

## Discipline Levels – Primary School

<b>1. Warning</b>	<b>2. Penalty – Time Out/Paper Pickup</b>	<b>3. Penalty – Detention</b>	<b>4. Penalty – Parents are contacted by Head of Discipline</b>	<b>5. Penalty - Suspension</b>
Minor disobedience to directions	Repeated ignoring of teachers directions	Ongoing ignoring of teacher directions	Major disobedience with argument and defiance	General refusal to conform to school code of conduct
Calling out in class	Repeated calling out in class	Continued calling out in class	Deliberate provocative use of swearing, impure, immodest language, oral or written	Continued deliberate use of swearing, impure, immodest language, oral or written
Minor disruption to class	Repeated minor disruptions to class	Major disruption to class	Systematic major disruption to class	Dangerous pranks or acts of a more serious nature.
Minor disrespect to another's personal property	Repeated disrespect to another's personal property	Continuous disrespect to another's personal property	Deliberate vandalism of personal or school property	Serious or repeated vandalism of personal or school property
Unkindness	Deliberate lack of Charity	Deliberate lack of respect for others	Ongoing bullying	Continued bullying after due warning given and parents contacted
		Actions endangering others' physical integrity.	Deliberate actions resulting in physical harm.	Deliberate actions resulting in serious physical harm.
Homework not done		Repeated failure to hand in homework	Consistent lack of cooperation with teachers	No improvement in co-operation after parent notification

# Secondary Discipline Policy, Guidelines & Procedure

## General Discipline

1. General Discipline is the domain of all teachers at Redfield College, though the responsibility of overseeing its function is the responsibility of the Discipline Master. Depending on the incident the Discipline Master will work alongside the appropriate staff and the College Executive via the Deputy Headmaster in the investigation and recommendation process.
2. Following is a list of common out-of-class incidents with appropriate guidelines for staff to consider/follow as is appropriate for each individual circumstance. It is paramount that the Discipline Master be advised of the incident as soon as is practicably possible. Minor incidents may be dealt with by the staff member without consultation. Professional discretion and judgement must be used at all times, considering; duty of care, safety issues, natural justice and procedural fairness.

## Common Incidents Listing With Guidelines For Teachers To Consider

Common Incident/Situation	Recommended Action
Use of Mobile Phone out of permissible hours (between 8:25am - 3:05pm)	All phones are to be handed in to the teacher at home room each morning and returned at the end of the day. Any student who is found with a phone during school hours will have it confiscated for 3 school days for the first offence, 5 school days and the parents are informed for the second offence. If there are further transgressions another confiscation

	of 2 school weeks and a meeting between the Mentor and the parents will take place.
Use of student laptop (yrs 11 & 12 only) contrary to laptop policy.	Teacher to contact Heads of School with details. Laptop may be taken from student and passed on to the Heads of School for further sanctions at the discretion of the Head of School.
Out of Bounds	Students redirected to in-bounds on safety considerations – passed on to Heads of School for further appropriate sanctions
Graffiti on buildings, furniture, College texts	Teacher reports possible culprit to Heads of School – minimum of a Thursday detention and payment of damage cost if found culpable. Rest of penalty to reflect nature of graffiti.
Late to College on an ongoing basis	Mentor informed, Parents informed by Heads of School – possible loss of driving privileges if they apply
Late to class on an ongoing basis	Follow in-class discipline procedure. Blue book leading to Thursday detention.
Truancy from class	Reported to the Heads of School for further disciplinary action. Minimum of Thursday detention/parents & Mentor informed by Heads of School.



Truancy from College ½ - full day	Reported to the Heads of School for further disciplinary action. Minimum of Thursday detention/parents & Mentor informed by Heads of School – possible internal suspension.
Truancy from sports carnival	Reported to Heads of School for further disciplinary action. Minimum of Thursday detention / parents & Mentor informed by Sportsmaster – possible internal suspension.
Failure to attend Thursday detention	Heads of School to follow through with 2nd Thursday detention. Parents informed directly via email/phone. 3rd missed detention becomes internal suspension.
Unacceptable behaviour in the library	Librarian to follow through as per in-class behaviour procedure. Incident noted on Library tracking file
Unacceptable behaviour on bus	Heads of School to follow regularity and severity of misbehaviour on the bus may lead to cancellation of bus privileges and / or internal suspension.
Failure to wear correct uniform	Blue book leading to Thursday detentions by Heads of School.
Physical misbehaviour: fighting , wrestling, etc	Heads of School to be informed – to follow through with appropriate disciplinary action. Minimum of Thursday detention and parents & Mentor informed. Duty of care issues at stake here – depending on

	severity may lead to internal/external suspension.
Disrespectful behaviour towards a teacher: swearing at, threatening behaviour towards, failing to follow instructions, filming or photographing a teacher without their permission	Heads of School to investigate: Parents and Mentor informed, formal apology required – this will normally lead to at least an internal suspension – other penalties may apply, depending on the severity of the behaviour. Normally a Respect Contract will be implemented for a minimum of 10 weeks.

## **In-class Discipline**

Subject teachers will deal with misbehaviour inside their own class. At Redfield College, the subject teacher will have all authority, within the confines of the policy, to deal with student discipline within the class, communicate directly with parents and tutors, and to close the loop on discipline issues as he sees fit, in an appropriate manner, incorporating the principles of natural justice and procedural fairness.

The Redfield College Secondary Severity Guidelines listed below is in place to assist in-class teachers to manage their class effectively within an appropriate list of incrementing severity. The list is by no means exhaustive or exclusive. We encourage teachers to be creative and positive in approaching all disciplinary matters, and to consult with more senior staff as required.

### **Severity Guidelines List:**

#### **Level 1**

- simple instruction (repeated clearly)
- appeal to students better nature
- verbal warning or appealing look

- changed seating arrangements (temporary)

## **Level 2**

- conversation with clear expectations and future consequences if not met – one on one before/after class.
- permanent changed seating arrangement
- contact mentor to follow through
- email to parents indicating misbehaviour

## **Level 3 (parents and mentor need to be informed)**

- recess or lunch service duty with teacher on duty or subject teacher
- Thursday detention
- Heads of School informed – possible follow up meeting

## **Level 4**

- Behaviour Review on student by all his teachers/ Mentor/ Heads of School
- on short term contract – through Director of Studies – all teachers to sign
- letter sent home to parents from DOS – possible meeting with parents

## **Level 5 (end of in-class teacher involvement)**

- parents to meet Headmaster & DOS/DOF – upgraded formal contract
- (possible) internal suspension

## **Level 6**

- 2nd meeting with Headmaster
- (possible) external suspension
- (possible) direction to external provider for professional medical/psychological assistance

## **Level 7**

- (possible) expulsion

## Academic Discipline (classwork & homework)

At Redfield College we encourage the students to develop effective and consistent work and study habits. Incomplete class work, poor application in class and incomplete homework are detrimental to a student's academic progress. So that students do not fall behind in their work, Redfield College has developed a series of graded steps to assist them maintain a consistent approach to their academic study.

In these graded steps, expectations about class work completion and assigned homework are made clear.

Teachers in consultation with mentors will determine if there are any extenuating or mitigating circumstances that require pastoral attention rather than academic discipline action.

### Graded Steps – Years 7 – 10

Step	Issue	Action
Step 1	Incomplete class work and/or homework	<p><b>Responsibility of teacher to administer appropriate assistance to student within normal class management strategies.</b></p> <p>Possible action: reminder with negotiated timeline for completion. Homework detention if repeat offender. Inform Mentor to raise the matter at next tutorial.</p>
Step 2	Work still incomplete after step 1	<p>Mentor must be advised. Parents must be contacted (email, phone). In the case of HW miss – lunchtime detention to complete homework.</p>

Step 3	Steps 1 & 2 have not resolved the issue	<b>Responsibility passes on to HOD and HOMS/HOSS who will:</b> <ol style="list-style-type: none"> <li>1. Review the process</li> <li>2. Interview the student</li> <li>3. Inform the parents</li> <li>4. Advise the Mentor</li> <li>5. Advise Director of Studies</li> <li>6. Place the student on Thursday detention</li> <li>7. Place the student on a homework/class work contract or Academic Review.</li> </ol>
Step 4	If step 3 does not resolve the issue	<b>Responsibility passes on to the DOS and HOMS/HOSS who will review the process to date and take appropriate action –</b> including meeting personally with the parents and Mentor in a formal meeting.

### Graded Steps – Years 11 & 12

Some students find the transition, expectations and requirements in Years 11 & 12 difficult to achieve on their own. The following graded steps have been designed to assist them achieve their potential.

<b>Step</b>	<b>Issue</b>	<b>Action</b>
Step 1	Incomplete homework or lack of application in class, lateness to class, general apathy towards work – once or several times	<b>Responsibility of the teacher to administer appropriate assistance</b> (keeping in mind you are now dealing with mature young men). Possible

		<p>assistance: Teacher can meet with student to talk issue through and set workable targets/ expectations. Mentor is informed to follow through on character development goals.</p>
Step 2	Continued same offence	<p><b>Responsibility passes on to HOD/HOSS to follow through.</b></p> <ol style="list-style-type: none"> <li>1. Discussion with student</li> <li>2. Mentor informed</li> <li>3. Parents informed via email or phone call</li> <li>4. Possible Thursday detention depending on student attitude.</li> </ol>
Step 3	Continued same offence	<p><b>Responsibility passes on to DOS to follow through:</b></p> <ol style="list-style-type: none"> <li>1. Discussion with student</li> <li>2. Meeting organised with Mentor and parents</li> <li>3. Student put on contract</li> <li>4. Possible "N" determination warning letter</li> </ol>

## Mobile Phones

Students are not encouraged to bring a mobile phone to school. If by necessity students bring their mobile phone to school, they are only to be used before 8.25am or after 3.05pm. Mobile phones must be handed to the home room teacher at morning admin and will be returned at the end of the day. Mobile phones found in a student's possession will be confiscated by staff, given to the Discipline master who will retain the phone for three school days on the first offence and 5 school days for a second offence. Should a student be found in possession of his phone for a third time the parents will be contacted and the phone will be confiscated for 2 school weeks. Further breaches will result in more serious sanctions.

## Related Documents

- Consequence Process 2018
- Recording of Discipline Related Documents at Redfield College
- Anti-Bullying Policy
- Redfield Student Code of Conduct
- Redfield Formation Policy