

## **STUDENTS' STATEMENT OF COMMITMENT**

The students of this school believe that all members of the community should give individuals the freedom to grow and develop to their full potential. Freedom to develop is grounded in three kinds of respect: respect for oneself, respect for others and respect for the school. Respect holds the key to a friendly and flourishing environment in which staff and students alike can live and work in such a way that full potential can be realised.

### **RESPECT FOR ONESELF**

The development of one's full potential requires an attitude of self-discipline. This is a mental and physical state enabling one to make the most of all opportunities available. Through self-discipline, one achieves a sense of self respect.

### **RESPECT FOR OTHERS**

In order to mature, develop and acquire a sense of self-worth, people need to be encouraged to strive. This demands respect and consideration for their beliefs, feelings and property - especially important in a school with a range of cultural backgrounds.

### **RESPECT FOR THE SCHOOL**

School property should be used and maintained so that all individuals benefit from it. Respect for the rules and decisions of the school is necessary for a healthy and enjoyable atmosphere where students can learn. Honesty and consideration towards the staff and school authority leads to respect for student opinion. A compatible working relationship allows each member of the school community to flourish.

## **HARASSMENT, VICTIMISATION AND BULLYING**

The key to a good school, in fact any community, is the existence of good relationships. We have over the years developed a reputation of being a school which is caring, where a variety of personalities can grow and feel free to express themselves, without fear of ridicule and without detriment to others.

The vast majority of our community interact in a positive and thoughtful manner. However, like any school, we do experience problems, and it is important that we all realise behaviour that involves harassment, victimisation or bullying of any form between individuals, or between individual groups and individuals, is socially unacceptable and will not be tolerated in any part of the school. All members of our school community (staff, both academic and non-academic, students and parents) must share the responsibility for contributing to, and ensuring an environment free of harassment, bullying and victimisation.

This means that it may sometimes be a responsible action to make a complaint on behalf of others.

It is important that to reinforce positive relationships, we state unequivocally what is unacceptable behaviour. This policy document is for all members of our community and is an attempt to create a better understanding of the issues involved and thus further improve the situation.

### **BULLYING**

Bullying is probably endemic in schools, as it is in society and it is probably the single most important problem raised by students. Bullying is an abuse of power that one person or group has over another. It comes in many forms - persistent teasing or name-calling; racial or sexual harassment; emotional abuse; extortion; ostracising of individuals by the group; outright physical abuse. A lot of work has been done in this area, but we must be ever vigilant as it can rear its ugly head at any time.

### **HARASSMENT**

Harassment can be based on gender, race, religion, physical appearance or intellectual capacity. All are equally unacceptable but we feel that especially in our environment of co-education and in an attempt to further promote positive relationships it is important to go into some detail as to what constitutes sexual harassment.

#### **SEXUAL HARASSMENT:**

Harassment of a sexual nature is now prohibited under the Commonwealth Sex Discrimination Act and the Victorian Equal Opportunity Act. Anyone engaging in it is subject to disciplinary proceedings up to and including dismissal.

Not meaning to harass is no defence if there is an indication that it is unwelcome. What matters is what was actually said or done, not what might have been intended! Sexual harassment is any form of sexual attention or behaviour from another student, group of students or adult which is unwelcome to the person receiving it.

## SCHOOL RULES

In order to foster a secure and productive environment the school has adopted the following rules:

### SCHOOL RULES APPLY DURING TERM TIME AND WHILE STUDENTS ARE TRAVELLING TO AND FROM SCHOOL.

1. Students may not harass, victimise or bully others.
2. Students must respect the property of others and the School.
3. Students may not go beyond School bounds without the permission of their Head of House. Bounds are marked on the map on p.33.
4. Students may not smoke nor bring tobacco into the School. Students who are in the company of smokers or smell of smoke are deemed to be smokers in the eyes of the School.
5. Students may not bring alcohol into the School nor have it in their possession nor consume it. Students may not enter licenced premises (eg. hotels) unless in the care of a parent/guardian.
6. Students may not use or possess illicit drugs. A copy of the School's policy on drugs has been sent to all parents and guardians.
7. Students may not break the limits of propriety or territory in the matter of sexual behaviour. This means for example that students (and students who have recently left the School) may not enter the dormitory or sleeping areas of members of the opposite sex.
8. Students may not retain live ammunition or firearms. Any brought to the School must be stored in the magazine or armoury. Only those with a current Victorian Shooter's Licence or permit may fire on School Shooting Trips. There is to be no shooting on School property.
9. Students may not drive a motor vehicle on School property nor to or from school without the permission of the Head of Senior School. (see p26). On exeat, students may drive only with permission of their Head of House or their parents. Students may be a passenger in or on a motor vehicle only when the driver is a person approved by parents or the Head of House.
10. Boarders may not be outside the House between 7pm and 7am without the permission of the Head of House.
11. The only ear-rings which are permitted to be worn by girls are a single pair of studs or sleepers. Boys may not wear ear-rings at any time. Apart from a wrist watch, no other jewellery may be worn. Tattoos are not permitted.

Heads of Houses will inform students of HOUSE RULES.

## DISCIPLINE AND CONSEQUENCES

In order to impress on the school community the importance of satisfactory behaviour, the School will respond to what is unacceptable with an appropriate consequence. This may take the form of hours of labour, usually on Friday or Sunday afternoon, suspension or removal from the School. Students may also be asked to attend an academic detention on Friday or Saturday evening if their studies have not been satisfactorily completed.

## **SUSPENSION**

Suspension provides notice that students have behaved in such a way as to put their places in the school in jeopardy. It gives a vigorous reminder to think again about just where their obligations and responsibilities lie. For this reason any student who has been suspended may be put on Probation until the right to removal from the Probation List has been earned. Any serious offence committed while on Probation can lead to a student being asked to leave the School. A student may be put on Probation without suspension.

## **REMOVAL FROM THE SCHOOL**

There are some things for which students will be removed from the school. Into that category comes any gross interference with others or their property, involvement with illicit drugs or breaking the limits of propriety and territory in the matter of sexual behaviour.

## **ABSENCE FROM SCHOOL**

Parents are reminded that students may not be absent from school during term time without permission. **Permission must be sought in writing and in good time.**

**Parents seeking permission should write to the Head of Senior School, Mr J.G. Apted.**

## **DETENTIONS**

### **LABOUR DETENTIONS**

These are given for non-academic offences such as lateness, bad language, class disruption, rudeness, dress, littering, etc. House offences should attract house jobs or detentions rather than School detentions.

**All absence offences receive two hours given by their respective Head of House.**

Labour detentions are done on Friday evenings (5-6pm) or Sunday afternoons. Starting times will vary on Sundays and students should check with their Head of House. Further, those on Sunday labour detention must wear a hat, sunglasses and appropriate protective (from sun) clothing.

### **CLASSROOM DETENTIONS**

These are given for offences related directly to academic work, e.g. work not done after a clear dead-line has passed, work of a standard below reasonable expectations for a particular pupil, or they may be given in order to help a pupil catch up with work which has been missed.

Classroom detentions are done on Saturday evenings (7.15pm – 9.15pm) but Day-boarders only may do them on Friday evening (6.15pm – 8.15pm).

### **FRIDAY CLASSROOM DETENTIONS ARE ONLY FOR ALLEN AND FRASER STUDENTS**

Detentions may only be deferred by the student's Head of House and this would be in unusual and extenuating circumstances.