

St Michael's Lane Cove Association

Discipline Policy

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I. Introduction

This policy is designed to complement the Association's Code of Conduct to anticipate situations and set up circumstances to prevent them from recurring as much as possible. It is the committee's view that discipline should be a learning process, where individuals learn to behave in a manner consistent with stated expectations as outlined in the Code of Conduct.

The Association wishes to provide an environment that is positive, but at the same time recognises that it is necessary to address those behaviours, which are inappropriate or detrimental to a learning environment for the individuals involved and the rest of the team.

11. Responsibilities and Rights

Players:

Responsibilities

- Players have a responsibility to listen to instructions, to work in a cooperative manner, and to follow the instructions of their coaches, managers and supervising parents.
- Players have a responsibility to be attentive, by not interrupting or disrupting the training sessions.
- Players have a responsibility to respect others by not teasing or annoying other people, by showing respect and courtesy toward others (coaches, parents and fellow players alike).
- Players have a responsibility not to threaten or harm anyone else in the training session or when playing.
- Players have a responsibility to respect the personal space and property of others.

Rights

- Players have a right to be treated with courtesy and respect.
- Players have a right to feel safe.
- Players have a right to have their personal property and space respected.

Coaches

Responsibilities

- Coaches have a responsibility to treat players and parents with respect.
- Coaches have a responsibility to explain the activities clearly and carefully and ensure all participants understand what is expected of them.
- Coaches have a responsibility to give parents timely notification when their child(ren)'s attitude is interfering with their the training of others.
- Coaches together with the Association have a responsibility to provide a safe environment for all players and to remove any player who presents a threat to anyone else.
- Coaches have a responsibility to report any damage or theft of personal property.
- Coaches have a responsibility to seek parental support and to encourage collaboration between home, school and the Association

Rights

- Coaches have a right to be treated with respect by players and parents.
- Coaches have a right to expect the school's and their personal property be free from theft or vandalism.
- Coaches have a right to expect players to be alert, interested, well behaved, possess a positive attitude and to be prepared to learn.
- Coaches have a right to expect the Association's and parent's (or guardian's) support in matters related to the coaching of the child(ren).

Parents

Responsibilities

- Parents have a responsibility to teach and to model appropriate behaviour for their child(ren).
- Parents have a responsibility to reinforce "fair play" and inclusiveness when participating in Association activities.
- Parents have a responsibility to inform the coaches and the Association of any serious concerns or issues.
- Parents have a responsibility to obtain accurate and first hand information before being critical of the school, coaches, Association and/or students.

Rights

- Parents are invited to firstly address any serious issues to the President of the club which is the subject of the concern. If they feel they wish to pursue the matter further they have the right to address it with, and expect a response from, the President of the Association.
- Parents have a right to expect the club's environment to be safe and supportive.
- Parents have a right to expect the Association to promote learning during training
- Parents have a right to be informed of any serious or persistent concerns involving their child(ren)

111. Positive Atmosphere

Discipline is a complex issue.

Expectations must be clearly stated and consequences must be consistently applied. The key to good discipline is to prevent inappropriate behaviour from occurring in the first place. Expectations of all participants have been addressed in the Association's Code of Conduct.

We believe the variety of extra-curricular experiences offered through the Association to the students of St Michael's helps build a rapport with fellow students as well as to teach fairness, interaction and competition and self appreciation.

IV The Discipline Process

Unfortunately, no matter how hard we try to create a positive atmosphere and to prevent inappropriate behaviours from happening, there will be those players who choose not to behave for whatever reason.

Players (and their parents), who choose not to follow rules and instructions, and therefore jeopardize the learning and/or safety of others, must understand and accept there will be consequences for such behaviour.

Inappropriate behaviour can be divided into three categories

- **minor misbehaviour,**
- **major misbehaviour and**
- **severely inappropriate behaviour.**

Because of the difference in severity of the categories, they must be dealt with differently.

Minor misbehaviour includes;

- Failure to follow directions of coaching staff
- Demonstration of a lack of respect for others
- Disturbing others
- Use of inappropriate language

Minor misbehaviours become more and more serious if they continue over a period of time. Therefore, students who continually choose to misbehave can expect that the severity of the consequences will increase if their behaviour does not improve.

Consequences (Escalating dependent upon repeated transgressions):

- 1. Reminder** - Players who misbehave will be reminded by the coach or supervising parent that a behaviour is inappropriate.
- 2. Out of Class Time** (10 minutes) - The player will be spoken to by the coach, manager or supervising parent about his or her behaviour before being re-admitted to class.
- 3. Communication with Home**
- 4. Exclusion from further training sessions(s)**
- 5. Written Warning Notice to Parents or Guardians**

Major misbehaviour includes.....

- profanity
- repeated disrespect or insubordination
- fighting (inc. shoving/pushing)
- other acts of misconduct that may create a potential safety hazard

Because of the serious nature of such offences, the discipline process is considerably shorter.

Consequences:

- 1. Sitting out the remainder of the training session**
- 2. Discussion with Parents or Guardians**
- 3. Suspension from further training sessions.**

Severely inappropriate behaviour

Behaviour which is significant enough to endanger the security, safety, and well being of others, which is of an illegal nature, or which results in damage to school property is considered to be severely disruptive.

Severely Inappropriate Behaviour may include

- Intimidation
- Bullying
- Physical aggression
- Vandalism
- Theft

These behaviours will not be tolerated at St Michael's. Incidents involving such offences will be dealt with as follows...

Consequence

- 1. Removal from training a request for Parents to pick up child immediately.**
- 2. School Principal to be notified of situation by President of the club involved.**
- 3. Assist parents of victims to press charges where appropriate.**