



## *Kingswood College Policy*

# **DISCIPLINE POLICY**

### **RESPONSIBILITY**

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*Signed copy on file and available from Secretary to College Head upon request*



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## **1 INTRODUCTION**

All members of the Kingswood College community are entitled to develop their academic, sporting, and cultural potential in an environment within which they feel safe, protected and nurtured. To realise this, there need to be clear rules and regulations which are understood and adhered to by all. As such, Kingswood College has established rules and regulations that will ensure the College functions effectively and the rights of all are protected. To maintain the integrity of the organisation, sanction for breach of the rules and regulations is a requirement.

This document sets out in broad terms the rules and regulations of the College and the disciplinary measures that will be taken in the event of breach of these rules and regulations. It is the policy of the College that punishment for misconduct be considered educative rather than merely punitive and aims to:

- instil in pupils the underlying values and ethics of the Christian faith
- help them to learn that actions have consequences
- rehabilitate behaviour that is anti-social
- offer a deterrent to the offender and the wider College community

Of particular importance is the need to balance justice and mercy and the College supports the principle of the individualisation of punishment as opposed to the slavish adherence to a schedule of punishments. Ultimately, though, the onus is on the pupil to monitor their own behaviour and to develop a sense of responsibility for their own actions.

## **2 CONSIDERATION OF APPROPRIATE SANCTIONS**

Kingswood College is committed to the achievement of a fair and effective disciplinary dispensation which will ensure the consistent application of appropriate disciplinary measures.

Although this code clearly shows that certain types of behaviour will in all probability lead to action being taken, the policy also recognises that each case, particularly those involving a possible expulsion, should be judged on all the evidence, including mitigating and aggravating factors.

In dealing with any transgression, the following will be taken into account when considering appropriate sanction:

### **2.1. The nature of the transgression**

A consideration of the nature of the offence will include all the circumstances that are relevant to the offence, including how and where the offence was committed and the impact on other members of the community.

### **2.2. The personal circumstances of the pupil**

The individual's age and maturity, their age and maturity in relation to others involved in the transgression, the individual's home environment, health and previous record will be important considerations.



### **2.3. The interests of Kingswood College, its staff and other pupils**

The possible impact of the transgression on the reputation of the College and to what extent it impacts on the physical integrity, property or well-being of staff and fellow pupils at the College will be considered. Further, the effect of the transgression on the maintenance of discipline and order at the College with particular reference to the likelihood of other pupils following the example of the transgressor in future will be taken into account in the imposition of sanctions.

## **3 DEFINITIONS**

- Campus:** The buildings, gardens and sports facilities of Kingswood College
- Parents:** Includes biological parents, parents of adopted children, legal guardians and caregivers
- Pupil:** A registered pupil of Kingswood College
- Staff:** Members of the academic staff, administrative staff and support staff who are permanently or temporarily employed by the College or who are on fixed-term contracts
- School:** Kingswood College, Grahamstown/Makhanda, Eastern Cape
- College:** Kingswood College, Grahamstown/Makhanda, Eastern Cape
- Assault:** Intentionally, knowingly or recklessly causing bodily injury to another.  
Intentionally or knowingly threatening another with bodily injury.  
Intentionally or knowingly causing physical contact with another when the pupil knows or should reasonably believe that the other will regard the contact as offensive or provocative.
- Bullying:** Verbal, physical or psychological abuse or teasing accompanied by a real or perceived imbalance of power.
- Campus gating:** Movement restricted to the school campus, as per the College's *Rules for Campus Gating*
- Close gating:** Movement restricted to the pupil's boarding house, as per the College's *Rules for Close Gating*.
- Cube gating:** Movement restricted to the pupil's boarding room, as per the College's *Rules for Cube Gating*.
- Illegal drugs, including alcohol:**
- Any controlled substance or drug prohibited or regulated by law, including but not limited to cannabis (dagga), any narcotic drug, hallucinogen, stimulant, depressant, amphetamine and barbiturate
  - Alcohol or any alcoholic beverage



- Any other intoxicant, or mood-changing, mind-altering, or behaviour-altering drugs or substance, unless prescribed by a medical practitioner

Section Head: The College Head, Senior School Head or Junior School Head, whichever is applicable.

#### **4 APPLICATION OF THE POLICY**

4.1 During school terms the policy applies to pupils:

- anywhere on the College campus
- when on town leave and/or outings
- during school tours
- during off-campus activities organised by the school
- when travelling to and from school, in private and/or school transport
- in the care of a College staff member and/or a person so authorised by the College
- when not in school uniform but the pupil can be identified as being a pupil of the College

4.2 During school holidays, the policy will apply if the pupil can be identified as being a pupil of the College.

The behaviours listed in this policy do not constitute an exhaustive list but serve to indicate the degree of seriousness the College attaches to incidents of misconduct. When offences not listed are reported, such offences will be weighed against the level of seriousness accorded to the offences listed.

#### **5 LEVELS OF MISCONDUCT**

##### **5.1 LEVEL 1 MISCONDUCT**

- General

Includes but is not limited to discourtesy, failure to comply with lawful directives from a staff member or any minor transgressions of any school rule or policy, verbal or non-verbal communication when such is forbidden, repetitive breaking of minor rules and regulations and/or any behaviour that warrants sanction according to a member of staff.

- Personal

Includes but is not limited to chewing gum, use of inappropriate language and/or gestures, being late for official activities, minor offences contravening rules of the use of electronic devices, incorrect uniform and/or any behaviour that warrants sanction according to a member of staff.

- In the classroom

Includes but is not limited to lateness for the class, non-participation in class activities, lack of preparedness for the class, incomplete homework and/or any such behaviour that warrants sanction according to the teacher in charge of the class.

- On the campus



Includes but is not limited to littering, minor mistreatment of school property, disrespect shown to another person and /or any behaviour that warrants sanction according to a member of staff.

## **5.2 SANCTION FOR LEVEL 1 MISCONDUCT**

One or more of the following may be imposed by any member of staff:

- A reprimand
- Meaningful written work (maximum 500 words)
- Academic detention
- Gating
- Receiving a white or yellow card
- Restorative justice hours (maximum four hours)

In the case of repeated infringements, sanction can be escalated to Level 2

## **5.3 LEVEL 2 MISCONDUCT**

1. Repeated Level 1 offences.
2. Inappropriate behaviour shown or language used to teachers, other pupils or visitors to the College. This includes the use of offensive language (excluding references to race or gender) and obscene gestures.
3. Lying, dishonesty or any form of duplicity. This includes lying to a teacher about the whereabouts of another pupil or covering for them during rollcall or other activities.
4. Reckless and/or dangerous behaviour that places others at risk when the intention was not malicious.
5. Disruption of classes which prevents the continuation of teaching.
6. Bunking legitimate school activities.
7. Driving a motorised vehicle without obtaining the necessary permissions.
8. Tampering with other people's possessions.
9. Minor offences of graffiti, vandalism and/or the destruction of school and/or other people's property where the damage is not substantial.
10. Overly excessive/inappropriate pupil displays of affection (PDA).
11. Failing to tell the truth as part of the investigative process or during a hearing. This includes tampering with evidence such as deleting information on electronic devices or withholding passwords for electronic devices, attempts to get rid of evidence and/or hide evidence.

Recurring incidents of Level 2 misconduct are likely to be escalated to Level 3. Misconduct that warrants receipt of three written warnings will automatically be escalated to Level 3.



## **5.4 SANCTION FOR LEVEL 2 MISCONDUCT**

5.4.1 All incidents of Level 2 misconduct will be reported to the houseperson who will either impose appropriate sanction or, if the seriousness of the misconduct so warrants, report the behaviour to the section head.

5.4.2 The section head will determine whether the behaviour warrants Level 3 sanction.

5.4.3 Level 2 misconduct will be noted in the pupil's record and the parents informed (either telephonically or by letter).

5.4.4 If deemed necessary, the pupil will be referred to an appropriate person for counselling.

Level 2 sanctions can include but are not limited to:

- A white or yellow card being issued
- Academic detention
- A verbal or written warning
- Meaningful written work (maximum 1000 words)
- Gating (campus, house or cube)
- Restorative justice hours (up to eight hours)
- Monetary compensation
- Mark penalisation
- Suspension from school activities, excluding academic activities

## **5.5 LEVEL 3 MISCONDUCT**

Level 3 misconduct is likely to incur the highest level of sanction. Level 3 misconduct includes:

1. Any acts prohibited by the laws of South Africa and/or in violation of the laws of South Africa.
2. Purchasing, bringing onto the College property (or any place in Grahamstown/Makhanda), being in possession of or using (which includes testing positive for any of the items described below or being intoxicated as a result of the intake of such substances) and/or distributing:
  - alcohol or products containing alcohol
  - substances prohibited or regulated by law, such as drugs
  - steroids or any performance-enhancing drugs
  - prescription drugs for purposes other than so prescribed
  - anything illegal
  - any mood-altering substances

Pupils will be deemed to be in possession of any of the above should items be found in any area belonging to the pupil or over which they have unfettered access. This includes but is not limited to clothing, lockers, school bags, sports bags or any of their possessions.



3. Inappropriate behaviour or language with teachers, other pupils or visitors to the College. This includes the use of offensive language and obscene gestures.
4. Lying, dishonesty or any form of duplicity. This includes lying to a teacher about the whereabouts of another pupil or covering for them during rollcall or other activities.
5. Bullying: Any behaviour that may cause hurt and/or humiliation and includes
  - physical
  - emotional
  - verbal (includes but is not limited to demeaning, insulting, offensive and/or discriminatory language and hate speech)
  - cyber bullying (includes messages sent by phone and posts on social media).
6. Assault (as per the definition above).
7. Fighting and/or intimidation. This includes physical and verbal aggression.
8. Racism, sexism and/or negative responses to sexual orientation, language or any other form of prejudice, including hate speech.
9. Copying or any form of cheating in any test, exam or project. This includes plagiarism, as defined in the College's Plagiarism Policy. Any work submitted for assessment must be the pupil's own work. This applies to homework/ coursework/ examinations and internal assessments. Pupils who submit work copied from elsewhere as their own, be it from a peer, text source, internet or any other source, should expect sanction.
10. Blackmail and/or extortion.
11. Possession/use of tobacco, nicotine products, e-cigarettes, and/or vapes.
12. Possessing and/or using any weapons, dangerous toys or offensive weapons. An offensive weapon is 'any article made or adapted for use to cause injury to a person or intended for such use' (This includes laser pens).
13. Leaving the school grounds when not permitted to do so.
14. Visiting the buildings or grounds of another school while the latter is in session, unless with due permission.
15. Entering the boarding house of the other sex except in designated areas and at designated times.
16. Theft that occurs in any place where a pupil is under the authority of the college: on the campus; anywhere in Grahamstown/Makhanda where pupils are legitimately required to be as part of a school activity and/or on any sanctioned school tour or excursion; anywhere where a pupil is wearing the College uniform or parts of it, or where they may be identified as a pupil of the College even if not in uniform.  
Theft includes but is not limited to:
  - appropriating property without the explicit permission of the owner
  - having in their possession another's property without the explicit permission of the owner
  - unlawfully possessing property





- appropriating any item that is the property of the College without the explicit permission of the College's authority
  - unauthorised use or possession of the property of another.
17. Inappropriate sexual activity, including but not limited to sexual intercourse, sexual harassment, sexual abuse, rape, possessing, viewing or circulating any material deemed by those in authority to be pornographic on College premises or within a College context.
  18. Fraud or criminal deception or dishonesty, tantamount to theft, including unauthorised use of credit cards and/or debit cards or the log in code of another pupil or member of staff.
  19. Infringing the College's ITC policy including computer hacking, bypassing the firewall or using software that attempts to hide or cloak the user's identification or the destination.
  20. Potentially undermining the Christian ethos of the College and/or proselytising on the College property.
  21. Bringing the name of the College into disrepute.
  22. Repeated and/or deliberate infringement of any of the College rules, policies or protocols.
  23. Refusing to accept the authority of the College and/or undermining deliberately or otherwise, the stated goals and/or rules of the College and/or gross insubordination.
  24. Breaking the conditions of any sanction imposed by a teacher, houseperson, section head or disciplinary committee.

## **5.6 SANCTION FOR LEVEL 3 MISCONDUCT**

### **5.6.1 Procedure to be followed**

All Level 3 offences must be reported to the section head immediately. If the offence does not justify a formal disciplinary hearing, the section head will deal with the offence (after permission from the head who is satisfied that justice will be served without a formal hearing).

If a formal hearing is required, the section head will appoint a senior member of staff to be the investigating officer whose responsibility it will be to investigate the allegation of Level 3 misconduct. The investigating officer may be assisted by other members of staff or, if warranted and at the discretion of the College head, an external party to assist.

The investigating officer will, in writing, inform the pupil of the allegations and that the pupil may be required to explain their conduct during the disciplinary process.

The disciplinary process will involve collecting and collating evidence, including interviewing the pupil involved, other pupils and/or potential witnesses. During an interview, pupils are entitled to representation by a member of the College staff.



Pupils, after having been informed of their rights, may be asked to make written statements which will be signed and dated.

All those involved in the interviewing process and disciplinary enquiries will be expected to tell the truth. Dishonesty during the interview and investigation process may also constitute an offence under Level 3, and such student may be charged accordingly.

When the investigation has been completed, the investigating officer will present their findings to the College head and they will together decide whether to proceed with a disciplinary hearing.

### **5.6.2 Sanction: no Hearing**

Should a disciplinary hearing not be held, the following will apply:

- A record placed on the pupil's file
- A letter detailing the misconduct sent to the parent(s)
- Referral for counselling, if deemed necessary
- Any sanctions as per Level 2 or as deemed to be appropriate by the section head.

### **5.6.3 Sanction: Disciplinary Hearing**

- Any Level 1 and/or Level 2 sanctions and/or those under 5.6.2 and/or one of more of the following:
- A final written warning
- Impeachment from leadership positions
- Police or other community sector intervention
- Expulsion from boarding
- Expulsion from Kingswood College

## **6 THE FORMAL HEARING**

At a disciplinary hearing, a pupil will always be entitled to be represented by:

- their parent(s) **or**
- a fellow pupil **or**
- a member of staff.

If the pupil chooses not to be represented, or to be represented by a person other than their parents, their parents must confirm and agree to their decision in writing at least 24 hours before the hearing commences. The pupil may not be represented by someone who has been involved in the investigation process.

Legal representation is not permitted at any stage of the disciplinary proceeding unless:

- The school believes that the nature of the issues being considered warrant legal representation. This decision will be entirely at the discretion of the College head.
- The pupil's representative co-incidentally has legal training or is a member of the legal profession. In such cases, the College may appoint its own legal



representative. The College must be informed of the legal status of the pupil's representative at least 48 hours before the hearing commences.

## **6.1 PROCEDURES**

### **6.1.1 Suspension during the disciplinary proceedings**

The College may suspend a pupil until the disciplinary process has been completed and a final decision has been made. This includes the period of an appeal hearing or judicial review.

The section head may use their sole discretion in deciding to suspend a pupil under the above clause. The suspension may be applied at any stage during the disciplinary process.

### **6.1.2 Attendance at the disciplinary hearing**

The following people will be permitted to attend the disciplinary hearing:

- The chairman
- The section head not chairing the hearing
- The chaplain. If not acting on behalf of the pupil, the only role of the chaplain will be in a pastoral capacity
- The investigating officer
- The prosecutor, who may have a legal background if the section head deems this to be necessary
- A member of the staff (appointed by the section head) who will record the proceedings as instructed by the chair and assist the chair with the administrative aspects of the hearing. Apart from this administrative role, this person will play no part in the hearing
- The pupil's representative. If the representative is a member of staff, they should interact with the parents before the hearing if possible
- Witnesses (only if called)
- Any other person whose attendance the chair or the head considers to be necessary for the fair determination of the complaint against the pupil
- The pupil's parents, either as representatives of the pupil or as observers

## **6.2 THE DISCIPLINARY HEARING**

### **6.2.1 Preparation**

The investigating officer will inform the pupil and their parents in writing of the decision to conduct a disciplinary hearing. The notification shall include:

- the complaint and the charges the pupil is facing
- the potential sanctions, including expulsion where applicable
- the date, time and venue of the disciplinary hearing, as decided by the school
- the right of the pupil to be represented by a person of their choice, subject to the confirmation of that choice by at least one of their parents
- the right of the pupil to call any witness or produce any evidence that will substantiate their defence or disprove the complaint made against them.



The parents must confirm their acceptance of the pupil's choice of representative by notifying the investigating officer at least 24 hours before the start of the hearing. Failure to do so may, at the chair's discretion, lead to a postponement of the proceedings.

In order to prepare for the case, the pupil should be given reasonable access to their representative.

If the head will not be acting in such capacity, he/she will appoint a chair. The head will also appoint a prosecutor for the school.

The school will convene the hearing within a reasonable time after the decision to proceed has been made and the parents have been given sufficient time to attend. If there are circumstances that make this impossible, the school will convene the hearing as soon as it is practically possible in the circumstances and at the discretion of the head.

The hearing will be conducted in English. If a pupil or their parents require the use of an interpreter, this will be permitted at their own expense, subject to the right of the chair to satisfy himself/herself that the interpreter is competent to perform such service.

It is the responsibility of the chair to ensure that the proceedings at the hearing are accurately recorded.

### **6.2.2 The Disciplinary Hearing**

The hearing shall be recorded. All present at the hearing shall be advised of this. If necessary, the recording will be transcribed at the expense of the party requesting it.

At the start of the hearing the chair will confirm that the pupil and their representative have had enough time to prepare for the hearing. The chair will then ask the prosecutor to read the complaint to the pupil on behalf of the College.

The pupil will then be asked if they fully understand the nature of the charge(s) against them, as well as the possible sanctions which may be imposed if found guilty. If satisfied that the pupil fully understands both the nature of the proceedings, their rights during the proceedings, and the nature of the offence and possible sanctions, the pupil will be asked to either admit or deny their guilt.

### **6.2.3 A guilty plea**

IF THE PUPIL PLEADS **GUILTY**, THE HEARING SHALL PROCEED AS FOLLOWS:

The pupil will be asked to state in their own words and with sufficient detail why they are guilty of level 3 misconduct or to present a written, signed statement to that effect. The chair will decide whether to accept such admission.

In order to ensure that all evidence is part of the record, the investigating officer/prosecutor will be asked to call a witness and/or witnesses and/or produce documentary and/or physical evidence to support the allegations of level 3 misconduct levelled against the pupil.

The pupil or their representative may cross-examine each witness. The pupil must be informed that they have the right to cross-examine any witness called by the prosecution/College. The student must be advised of the consequences of failing to



challenge the evidence of a witness as it may create the impression that the evidence is not in dispute.

The investigating officer/prosecutor may then re-examine the witness(es) but only in respect of issues raised by the pupil under cross-examination. No new evidence may be led.

The chair may question the pupil to clarify any aspect of the statement (whether oral or written) to satisfy himself/ herself that the admission of guilt was correctly made by the pupil.

The chair will then decide whether or not the pupil is guilty. If the finding is one of guilt, the chair will proceed to hear evidence in mitigation and aggravation:

- The pupil shall first present their case on mitigation
- The investigating officer will present any aggravating factors
- The pupil will have the right to reply but only to new issues raised by the investigating officer/prosecutor

#### **6.2.4 A Not Guilty Plea**

IF THE PUPIL PLEADS **NOT GUILTY**, THE HEARING SHALL PROCEED AS FOLLOWS: The investigating officer/prosecutor will present the case for the College. The investigating office/prosecutor may call a witness and/or witnesses and/or produce documentary evidence and/or physical evidence to support the allegations of level 3 misconduct levelled against the pupil. All relevant evidence is to be entered into the record.

The pupil or their representative may cross-examine each witness. The pupil must be informed that they have the right to cross-examine any witness called by the prosecution/College. The student must be advised of the consequences of failing to challenge the evidence of a witness, particularly that if they fail to challenge it, it may create the impression that the evidence is not in dispute.

The prosecutor may then re-examine the witness(es) but only in respect of issues raised by the pupil under cross-examination.

The pupil or their representative will then present their case and will also be allowed to call a witness or witnesses and produce documentary and/or physical evidence to support their case.

The prosecutor may cross-examine each witness.

The pupil or their representative may then re-examine the witness(es) but only in respect of issues raised by the prosecutor under cross-examination.

The chair may question any person giving evidence at any time for the purposes of obtaining clarity or establishing any facts. They will ensure that minors are protected from cross-examination which is calculated to bully or traumatise them.

The chair may, if they deem it necessary for determining the final verdict, call any person to give evidence at the hearing.



Once the evidence has been heard, the prosecutor and the pupil or the pupil's representative may, in turn, address the chair on the facts presented and the conclusions they consider should be drawn from them. The chair may allow each party to reply to the closing argument of the other party.

### **6.3 FINDINGS OF THE CHAIR**

In both instances (6.2.3 and 6.2.4), the chair shall weigh up the evidence to determine whether the pupil is guilty or not.

In order for the chair to make a finding, the hearing may be adjourned for not more than three school days. Both parties may use this time to prepare any evidence and argument they may wish to present in aggravation or mitigation should the pupil be found guilty by the chair. The chair should inform the parents if expulsion from boarding or the school is a possible sanction to allow parents to make written representation as to why such action should not be taken. The chair must be informed of their course of action and allow the parents 72 hours to make their submission.

In the case of a guilty finding by the chair, the evidence and argument in mitigation and aggravation will be heard by the chair. At this stage the chair or prosecutor may refer to examples of precedent(s) that may have been considered in reaching their sanction. However, precedent will never be an overriding factor in a decision on sanction.

The chair may call for any additional information or call any witness to testify in mitigation or aggravation of a sanction. The chair has discretion to postpone the hearing for purposes of allowing such information to be collected or for such witness to be called. Each party must be afforded an opportunity to challenge or comment on such evidence as called for by the chair.

The hearing may be adjourned for a period of no longer than three school days in order for the chair to present his/her findings on an appropriate sanction.

The findings of the chair and the sanction will be communicated in writing to the pupil and their parents soon as possible. Expulsion from boarding or the school will have immediate effect.

In the event of an expulsion, the notification will include a copy of the findings of the chair. The chairman of the Kingswood College Council as well as the Head of College will be informed immediately of the decision.

In the absence of an appeal under clause 7.3 below, the chair's findings and sanctions shall be final and binding.

## **7 THE APPEAL PROCESS**

The pupil and/or their parents may appeal against both the findings of guilt and the sanction.

The appeal will be a 'wide appeal'. Parties are permitted to present new evidence to the appeal committee. The committee will then consider afresh the conviction and sanctions



imposed, provided that this evidence relates to the previously submitted reasons for the appeal.

## **7.1 PROCEDURE FOR THE APPEAL**

The following procedure shall apply on an appeal:

7.1.1 Notice of intention to appeal must be made to the Chairman of Council within two school days of the pupil and at least one of their parents being notified of the sanction. Without such notice the school will deem the matter to be closed and will not entertain further notice to appeal.

7.1.2 Written appeals must be addressed to and lodged with the Chairman of Council within five school days of the pupil and at least one of their parents being notified of the sanction. Should such written appeal not have been made within five school days, the school will deem the matter to be closed and will not entertain further notice to appeal.

7.1.3 An appeal hearing should, wherever reasonably possible, be concluded within eight school days after the appeal has been lodged.

7.1.4 An appeal shall include the following:

- The full names of all the parties at the disciplinary hearing
- The findings of the chair
- The facts and grounds for appeal

7.1.5 At the appeal hearing, the pupil may be represented by their parents, a member of staff of the pupil's choice or a legal representative. The College may be represented by a member of staff or a legal representative.

## **7.2 THE APPEAL PROCESS**

The Chairman of Council (or their designated representative) and two people appointed by the chairman (who may be members of Council) will hear the appeal. Those hearing the appeal may not have been involved in any way in the disciplinary proceedings prior to the appeal being lodged.

All appeals shall be decided on the record of the disciplinary hearing.

7.2.1 If either party wishes to introduce new evidence, an application to do so must be made to the Appeal Tribunal.

7.2.2 This application can be made by either the pupil's representative or the prosecutor and must be lodged at least 48 hours before the appeal is heard.

7.2.3 The application must include a clear and concise summary of the new evidence, its relevance to the issues in dispute and why it was not presented at the disciplinary hearing.

7.2.4 If the appeal tribunal allows the applicant to introduce further evidence, it has the discretion to:

- Hear the further evidence according to the procedure laid out for hearing evidence in the initial hearing and then proceed to determine the appeal. (Although the appeal tribunal may hear new evidence, no appeals may be made against any decision of the appeal tribunal); or





- Refer the matter back to the disciplinary hearing to hear the new evidence. In this case, the chair, after following the procedure set out for the disciplinary hearing in 6.2 above, shall either confirm their first finding (in which case, supplementary written reasons will be provided) or set it aside (in which case, the incident will be expunged from the pupil's disciplinary record);

7.2.5 Should the appeal tribunal find that sufficient grounds exist for overturning the finding and/or the sanction, it shall set aside the previous decision and replace it with a finding and/or sanction which it deems appropriate.

7.2.6 Within three days of the decision of the appeal tribunal, the chairman of the appeal tribunal must advise the parents, the Chair of Council and the College Head in writing of the outcome of the appeal.