



Suspension and Expulsion Policy

Purpose

The purpose of this policy is to ensure that Al Iman College complies with legislative requirements when implementing student expulsion procedures.

The Act (s 4.3.1(6)) requires that our policies relating to the discipline of students are to be based on principles of procedural fairness and must not permit corporal punishment.

Discipline Policy

Every student has the right to a learning environment free from bullying and intimidation and to feel safe and happy at the college. They also have the right to be treated fairly and with dignity.

The Student Behaviour Management (Discipline) Policy sets the framework through which Al Iman College manages student discipline.

Suspension and Expulsion Defined

Suspension or expulsion may occur as a consequence of a serious breach of Al Iman College's rules, or serious disobedience.

A suspension is a temporary removal of a student from all classes that a student would normally attend at the college for a set period of time.

Expulsion is the permanent removal of a student from the college.

It is our policy that our procedures for the suspension or expulsion of a student are based on the principles of procedural fairness.

This Policy sets out the procedures to be followed when making a decision about the suspension or expulsion of a student.

Grounds for suspension

A student may be suspended if, whilst attending the college or travelling directly to or from college or engaged in any college activity away from the college, including travel organised by the college, the student:

- behaves in such a way as to pose a danger, whether actual, perceived or threatened, to the health, safety or wellbeing of any person
- causes significant damage to or destruction of property



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- commits or attempts to commit or is knowingly involved in the theft of property
- possesses, uses or sells or deliberately assists another person to possess, use or sell illicit substances or weapons
- fails to comply with any clear and reasonable instruction of a staff member so as to pose a danger, whether actual, perceived or threatened, to the health, safety or wellbeing of any person
- consistently engages in behaviour that vilifies, defames, degrades or humiliates another person based on age, breastfeeding, gender, identity, impairment, industrial activity, lawful sexual activity, marital status, parent or carer status or status as a carer, physical features, political belief or activity, pregnancy, race, religious belief or activity, sex, sexual orientation, personal association (whether as a relative or otherwise) with a person who is identified by reference to any of the above attributes
- consistently behaves in an unproductive manner that interferes with the wellbeing, safety or educational opportunities of any other student

Grounds for Expulsion

The Principal may expel a student from the college if, whilst attending the college or travelling to or from college or engaged in any college activity away from the college, including travelling to or from that activity:

- the student does anything mentioned under Grounds for Suspension AND
- the student's behaviour is of such magnitude that, having regard to the need of the student to receive an education compared to the need to maintain the health, safety and wellbeing of other students and staff at the college and the need to maintain the effectiveness of the college's educational programs, expulsion is the only available mechanism.

Who May Make a Decision to Suspend or Expel a Student

Where any teacher or staff member decides that an act or the behaviour of a student may warrant suspension or expulsion the teacher or staff member must refer the matter to the Principal.

In serious circumstances, a student may be summarily suspended, pending a final decision under this policy. In this case, a meeting with the student and the student's parents to review the suspension must be convened as soon as is practicable.

Procedural Fairness – Procedures

Al Iman College is committed to ensuring procedural fairness when disciplining a student. All decisions about the discipline of a student will be conducted in accordance with our Student Behaviour Management (Discipline) Policy.



Where a decision is being considered to suspend or expel a student, the Principal will:

- write/speak to the student, and the student's parents/carers stating:
 - the reasons that the student is under consideration for being suspended or expelled
 - the relevant rules, policies, standards of behaviour alleged to be breached
 - the relevant allegations said to warrant suspension or expulsion
- allow the student and/or the student's parents/carers to give a response, either in writing or verbally
- allow the student to have a support person of the student's choosing
- arrange a meeting with the student, and the student's parents/carers
- arrange for an interpreter, if required
- meet with the student and the student's parents/carers and/or support person
- ensure that such a meeting (in case of expulsion) is recorded in writing.

Considerations

The Principal, after following the procedures set out in this Policy, will make a decision about the facts of the allegations against the student. The Principal will then decide whether to suspend or expel a student based on the following considerations:

- the safety of all students, staff and visitors
- the seriousness of the student's acts
- the response or remorse of the student, if applicable
- the pastoral care and welfare of the student
- the student's prospects for rehabilitation.

Alternatives to Suspension or Expulsion

Despite the fact that a student has been referred for suspension or expulsion, other consequences may be imposed. These are outlined in the Student Behaviour Management (Discipline) Policy.

Suspensions and Expulsion

A decision under this policy may result in the following consequences:

Short Suspension:

A short suspension may be imposed as a consequence of things such as continued disobedience, or aggressive behaviour.

The student may be suspended from attending the college for a period of four (4) school days or less.



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Long Suspension:

A long suspension may be imposed as a consequence of things such as physical violence, possession of a weapon, possession of a suspected illegal substance or serious criminal behaviour.

The student may be suspended from attending the college for a period of between five (5) to twenty (20) school days.

Expulsion:

A student may be expelled from Al Iman College. This should be considered as a last resort.

An expelled student will be unenrolled from Al Iman College and will not be allowed to re-enrol without the permission of the Principal.

A decision to expel a student may only be made after consultation with the Principal.

Notification of Decision

The decision made under this Policy will be communicated in writing to the student and the student's parents/carers.

The Principal (in case of expulsion) and/or Level Coordinator (in case of suspension) will also attempt to communicate this decision verbally.

The student, and the student's parents/carers must abide by the terms and conditions of the decision.

Al Iman College maintains a register of suspensions and expulsions. This is maintained by Office Manager/Registrar.

Appeals

A student may seek a review of a decision of expulsion made under this policy. All appeals must be made in writing, setting out the grounds of appeal within 10 Business days of receiving the notice of expulsion. An appeal must be made to the Principal. The appeal will be considered by a committee involving the Principal, student welfare officer and relevant level coordinator. The parent/carer will be notified about the outcome of their appeal within 10 working days after receiving the written appeal.

Implementation

This Policy is implemented by:

- staff professional development opportunities in behaviour management
- communicating this Policy to the Al Iman College community
- monitoring the effectiveness of the Policy
- reviewing and evaluating this Policy annually.



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Evaluation:

This policy will be reviewed annually.

Date Reviewed/Implemented	Week 8 – Term 2 – 2021
Next Review Date	Week 8 – Term 2 – 2022 (or earlier if deemed necessary)

