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basic education

Department:  
Basic Education  
REPUBLIC OF SOUTH AFRICA



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## GROWING IN GRACE CHRISTIAN PRIMARY SCHOOL

### ### Growing in Grace Christian School Disciplinary Policy

#### \*\*1. Purpose\*\*

The purpose of this Disciplinary Policy is to promote a safe, respectful, and conducive learning environment for all learners at Growing in Grace Christian School. Our approach emphasizes restorative practices, fairness, and the alignment with South African education laws, reinforcing our commitment to the holistic development of our students.

#### \*\*2. Policy Statement\*\*

Growing in Grace Christian School aims to uphold the dignity and rights of every learner while providing guidance and correction necessary for their personal and academic growth. The disciplinary measures will be applied in a manner consistent with the principles of justice, respect, and care.

#### \*\*3. Legal Framework\*\*

This policy is grounded in the following legal frameworks:

- South African Schools Act (Act No. 84 of 1996)
- The Constitution of the Republic of South Africa, 1996
- The Children's Act (Act No. 38 of 2005)
- The Promotion of Access to Information Act (Act No. 2 of 2000)
- Relevant provincial regulations and policies

#### \*\*4. Code of Conduct\*\*

All learners must adhere to the school's Code of Conduct, which includes, but is not limited to, the following expectations:

- Respect for self and others
- Commitment to academic integrity
- Responsible use of school resources and property
- Adherence to school rules and regulations

#### \*\*5. Types of Misconduct\*\*

Misconduct may include, but is not limited to:

- Disruptive behavior in class
- Bullying or harassment
- Vandalism of school property
- Theft
- Substance abuse
- Violent behavior or threats to safety

#### \*\*6. Disciplinary Procedures\*\*

##### \*\*a. Immediate Response to Serious Misconduct: \*\*

- In cases of serious misconduct, including threats to the safety of any individual at the school (students, staff, or visitors), the principal is authorized to take immediate action without following the usual policy pathways.
- This may include temporary suspension of the offending learner, immediate removal from the school premises, and notification of law enforcement if necessary.

CHAIRMAN

PASTOR A.W. FIELDING  
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**\*\*b. Preliminary Investigation: \*\***

If less severe misconduct is reported, a preliminary investigation will be conducted. The investigation will be fair, impartial, and conducted in a timely manner.

**\*\*c. Disciplinary Hearing: \*\***

- If a learner is found to have committed misconduct, a disciplinary hearing will be scheduled where the learner will be informed of the allegations and have the opportunity to respond.
- The learner may be accompanied by a parent/guardian or an advocate.
- Decisions will be made based on the evidence presented.

**\*\*d. Possible Sanctions: \*\***

Depending on the severity of the misconduct, possible sanctions may include:

- Verbal or written warning
- Detention
- Community service
- Suspension (temporary removal from school for a specified period)
- Expulsion (permanent removal from the school)

\*Restorative practices will be encouraged to repair relationships and build trust where possible. \*

**\*\*7. Appeals Process\*\***

Learners and parents/guardians have the right to appeal any disciplinary decision made, with the exception of immediate actions taken regarding serious misconduct. Appeals must be submitted in writing to the school principal within five school days of notification of the decision. The principal will review the appeal and communicate the outcome within a specified timeframe.

**\*\*8. Record Keeping\*\***

All disciplinary actions will be documented and maintained in the learner's file. Records of serious offenses will be kept confidential and considered when making future disciplinary decisions.

**\*\*9. Support and Counseling\*\***

In the spirit of promoting positive behavior, the school will provide support services, such as counseling or mediation, for learners who exhibit challenging behaviors.

**\*\*10. Review of Policy\*\***

This policy will be reviewed annually to ensure compliance with relevant legislation and the needs of the school community.

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**### Conclusion**

This Disciplinary Policy aims to respect and nurture the dignity of all learners while maintaining a safe and effective educational environment. It is designed to be consistent with South African laws applicable in educational settings, focusing on growth, development, and the well-being of each student at Growing in Grace Christian School. Immediate actions for serious misconduct underscore our commitment to ensuring a safe space for all.

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