



# Code of Behaviour

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**Ratified: 18<sup>th</sup> June 2015**

**Date of Review: June 2017**

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# Coláiste Mhuire Positive Behaviour Policy/Code of Behaviour

## 1. INTRODUCTION

### 1.1. Mission Statement

*Coláiste Mhuire is a lay voluntary Catholic school where we aim to provide an education which fosters the development of the whole person. We strive to respond to the needs of pupils, staff, parents and the local community.*

### 1.2. School Ethos

We aim to enable each pupil to achieve his/her full potential and to prepare him/her for further education, training and employment.

We aim to hand on the Christian faith and values.

The school emphasises politeness, courtesy, co-operation and respect for self, others and property as fundamental principles of behaviour. Coláiste Mhuire is committed to providing an atmosphere of tolerance and openness which respects the dignity of every member of the school community and in which each one can feel valued. Every member of the school community has the right to happiness and the right to learn. No one has the right to take these away from them. This fundamental principle forms the foundation of all the school rules and of the Code of Behaviour. Acceptance of a place at Coláiste Mhuire is taken as acceptance of this ethos.

The school communicates this ethos by witness of the life lived as part of the Coláiste Mhuire learning community and demonstrating faithfulness to Gospel values in our dealings with each other. We share this ethos through:

- Giving all parents/guardians a copy of the Code of Behaviour to be signed by students and parents to indicate they have been given a copy of the code and that they are aware of its terms.

- Publishing and displaying our school rules in our pupil’s school journals, a copy of which each pupil must purchase each year.
- Regular assemblies which periodically make reference to the rights of all at school to feel secure, and to the school ethos and mission statement outlined above.

### **1.3. Rationale**

Coláiste Mhuire’s Code of Behaviour aims to provide a safe and nurturing environment wherein students can learn and develop to their full potential.

The Code aims to provide a school where each and every student is given an equal opportunity to learn to the best of their ability and to benefit from a positive learning environment.

In drawing up this Code the principles of the *School Ethos* have been carefully observed and preserved. Furthermore, special care has been taken to ensure that all sections are in compliance with all recent Education Acts, namely:

The Education Act 1998;

The Education (Welfare) Act 2000;

The Equal Status Act 2000;

The E.P.S.E.N. Act 2004;

Health and Safety Act 2005.

The use of the word “parent” includes a foster parent, a guardian appointed under the Guardianship of Children Acts, 1964 to 1997, or other person acting *in loco parentis* who has a child in his or her care subject to any statutory power or order of a court and, in the case of a child who has been adopted under the Adoption Acts, 1952 to 1998, or, where the child has been adopted outside the State, means the adopter or adopters or the surviving adopter.

### **1.4 Development of the Code of Behaviour**

The Code of Behaviour was developed in accordance with the NEWB “Developing a Code of Behaviour: Guidelines for Schools” (2008). The Code was developed through consultation and collaboration with representatives from the whole school community. The Principal, Deputy Principal, Board of Management, Parents’ Association, Student Council and all staff have been included in the process. An evaluation of behavioural policies has been conducted

through discussion and reflection. The review has been done in a manner that takes full account of the good practice set out in the NEWB guidelines while maintaining the ethos and character of the school.

In Coláiste Mhuire, it is our practice to review this Code of Behaviour regularly. Such reviews may take the form of discussions about the effectiveness of the code during staff meetings and meetings with other interested parties.

Following consultation with all parties the Board reserves the right to make adjustments to the code, when necessary.

### **1.5 Roles and Responsibilities**

Coláiste Mhuire acknowledges the contribution of all members of our school community. Each member has responsibility for the promotion of good behaviour and a role in minimising negative behaviour.

#### **Students**

Our school, Coláiste Mhuire, expects that students will at all times do their utmost to uphold the Code of Behaviour of our school.

#### **Parents**

Coláiste Mhuire acknowledges the pivotal role of parents in the development and operation of the Code of Behaviour. It is an expectation that all parents support the Code and actively encourage their child to uphold it.

#### **Staff**

Coláiste Mhuire acknowledges the contribution of all staff (Teaching, Administrative, SNA's, Caretaking and Cleaning) in the day to day running of the school. Each member of staff has a part to play in the successful operation of our Code of Behaviour. In particular, staff members have a responsibility to respond to and report incidents of misbehaviour and examples of positive behaviour.

## **Principal and Deputy Principal**

The Principal and Deputy Principal, working under the direction of the Board of Management, will consistently apply the agreed code of behaviour. They will oversee the implementation and teaching of the code by the teaching staff in the school. They will record and deal with all breaches of the code reported to them. School management will also establish procedures to regularly evaluate and review the code.

## **Board of Management**

The Board of Management will ensure that an appropriate code of behaviour is in place. They will oversee the preparation/review of the code and only ratify it when they are satisfied that it lawfully meets the needs of the school. They will monitor the implementation of the code.

### **1.6. Communication of Code**

On enrolment in the school, parents of prospective students will be given a copy of the code of behaviour. It will also be available to view online on our school website – [colaistemhuire.org](http://colaistemhuire.org). Our students and their parents will also have direct access to the code as an abridged version will form part of their school journal.

If a student or parent has a concern relating to the code they may communicate it through a teacher, a member of school management or a representative on either the Student Council or Parents' Association.

Likewise if a parent has concerns or is considering bringing a complaint about a behaviour matter he/she may contact the Year Head, Deputy Principal or Principal.

## **Students with Special Educational Needs**

Coláiste Mhuire is committed to supporting the diverse learning needs of all its students, and recognises that some accommodations may be required to implement the code of behaviour for students with special educational needs in order to foster behaviour for learning. Students with special educational needs may need support to conform to the behavioural standards and expectations of the school. To facilitate this, class teachers and onsite specialist personnel will check that standards and rules are communicated in a way that students with special education needs can understand. Not every student with special educational needs will need support in this area, but where it is deemed appropriate, the student's understanding of the codes of behaviour will be checked to ensure comprehension. In incidents where it has been established that the code of behaviour has been breached in such a manner that is not related

to the student's special educational needs, that student may be subject to the same sanctions as any other student.

## **2. SUPPORTING THE CODE OF BEHAVIOUR**

Students are encouraged to understand, adhere to and uphold the Code of Behaviour in numerous ways including the following:

- Positive relationships amongst and between students and staff as well as between school and home are prioritised.
- The Code of Behaviour is presented and explained to Parents and all incoming students of Coláiste Mhuire. This takes place in the individual interviews with enrolled students facilitated by the Principal/designated staff member prior to commencement. A meeting is also held in June for incoming parents.
- The Code is re-introduced on the first day of term by the Principal and Deputy Principal, class tutors, included in the school journal and is constantly reinforced by all staff.
- At the beginning of each school year, all students are formally re-introduced to the Code of Behaviour. This is repeated periodically at Assemblies and throughout the school year – formally and informally.
- The caring ethos of our school is embodied in our daily practice and interaction with one another. In addition to day to day routines, it is evident in the provision and support of supplementary activities such as the Lunchtime and extracurricular & co-curricular activities, Homework Club, Supervised Study, Learning Support, Pastoral Care time etc. all which endeavour to foster a sense of belonging to all and encourages positive behaviour from students.
- Various classroom management strategies, such as designated seating arrangements, are employed when necessary, to pre-empt and reduce/alleviate negative behaviour. Teachers prepare class materials well and lessons are suited to pupils' abilities and interests.
- Consistent use of the school journal as a means of communicating between home and school.

- Various media such as our website, texting service, E-mail as well as personal contact are employed to enhance communication with students and home.
- The broad and varied curriculum on offer in Coláiste Mhuire offers substantial choice and seeks to accommodate student preferences.
- The core tenets of tolerance for others, self-control, a sense of fairness and the principles of natural justice are formally examined as part of the Religious Education programme in our school. These are continually consolidated in all other subject areas and in our daily interaction with each other.
- Students of Coláiste Mhuire are continually and consistently encouraged to behave in a positive, respectful and responsible manner. This is achieved in no small part through adult modelling as well as the various programmes on offer in the school such as SPHE, CSPE, R.E. etc. and through the intervention of specialist supports such as Class Tutors, Year Heads, Guidance Counsellors, the Pastoral Care Team etc.
- Issues such as Bullying, Racism, Sexism, Harassment, Violence, Substance misuse etc. are openly discussed with the students during their time in our school, through a variety of fora such as subject work, extra-curricular activities, projects such as Young Social Innovators, Gaisce, Clubs & Societies, visiting speakers, drama etc.
- Adult supervision at break-times and lunchtimes assists in detecting, sanctioning and reducing inappropriate behaviour. Equally the presence of CCTV acts as a deterrent.
- Students are aware of the systems in place to deal with inappropriate behaviour e.g. ladder of referral, etc.

### **3. PROMOTING POSITIVE BEHAVIOUR**

All members of the school community will be expected to display positive behaviour throughout the school. School management and staff will endeavour to lead by example, by displaying the expected standards of punctuality, courtesy, efficiency and compassion and general demeanour.

Positive Contributions to the school are encouraged, acknowledged and rewarded in numerous ways such as school representation and pupil leadership - the Prefect System, Student Representative Council, formal recognition at Awards Day, Scholarships, display of student work, verbal and written affirmation by teachers, Year Heads and Senior management, individual and class awards, participation in internal and external competitions, school reference and so on.

#### **3.1 Rewards System**

The following are some examples of rewards and positive reinforcements employed in Coláiste Mhuire:

- Acknowledgment in formal reports sent home at November, Christmas, March and Summer;
- Acknowledgement of students' achievements and efforts at assemblies;
- Affirmative note in student's journal or exercise book;
- Announcements on the intercom;
- Appointment to a leadership role i.e. prefect, mentor etc.;
- Class rewards such as outings;
- Commendation at Annual Awards Ceremony;
- Newsletter(s) to parents;
- Positive letter home;
- Praise from staff members, privately and/or publicly;
- Using local media, our school website and social media.

## **4. RULES AND GUIDELINES FOR STUDENTS**

### **4.1 Attendance and Punctuality**

**All students are expected to be in attendance, arrive on time and before the commencement of classes**

Attendance at school enables students to achieve their potential and to develop a sense of belonging to the school community.

Since the Education Welfare Act (2000) the school has a legal obligation to monitor attendance. The school is entitled **by law** to an explanation for nonattendance and the onus is on parents/guardians to provide this explanation.

*Explanation notes for nonattendance are in the back of the school journal. These should be handed up during roll call each day.* Parents are requested to inform the Principal if a pupil is going to be absent for a prolonged period. Under the Education Welfare Act non-attendance at school may lead to prosecution. Parents will be formally notified if a student's attendance is causing concern.

In accordance with Section 21 of the Education Welfare Act (2000), the school is obliged to notify the Education Welfare Officer when a student is absent for 20 days or more in a given academic year.

The school is responsible for the care of all students during the day.

As a school we are aware of the correlation between full attendance and academic achievement therefore, where possible, dental or similar appointments should be arranged outside of school hours. Family holidays should not be arranged during the school year.

Parents should not ask the school to facilitate such arrangements.

- If a student is marked absent on the morning roll a text will be sent home to parents by 10am.
- No student may absent themselves from class or school at any time without permission. Students who are feeling ill should report to the office, having first informed their class teacher. The Principal/Deputy Principal will then assess the situation and will authorise contact with a parent. Under no circumstances should students use their own phone to contact home.

- If a student has to leave school early a note must be provided or a parent/guardian/designated adult must sign out the student at the office. This ensures that the school can account for students at all times and be in compliance with Child Protection Guidelines and Health and Safety Legislation.
- Students are invited to attend all religious events and celebrations.
- Students may leave class or go to the bathroom, with their teacher's permission. They must have a hall pass or permission slip from their teacher.
- Senior students are allowed up town at break and lunch. This is a privilege. Junior students must stay on the school grounds during break and lunch unless they have signed permission from their parent to go home at lunch.

Being on time for class encourages self-discipline and it is important that students and teachers are not inconvenienced by late comings to class.

- Students are expected to be in class before the 2<sup>nd</sup> bell at 9am, 11.15am and 1.50pm. . Students arriving late for school must report to the office to sign in and then proceed to class. An explanation note must be provided by a parent for morning lates.

*Lockers:*

Students are allowed to their locker before 9am, from 11 to 11.15, from 1.10 to 1.50, after 3.45pm and, in certain circumstances, with a teacher's permission or a hall pass.

## **4.2 Academic Work**

**All students are expected to be prepared for class and to strive for excellence in their class work, homework and attend all assessments and examinations.**

As a community of learners:

Each student has a right to learn in an environment that supports the learning process. Each teacher has a right to teach in an environment that is conducive to learning.

Homework and assessment are essential parts of the learning process for each student.

- Students are expected to be attentive in class and not to disturb their teacher or their fellow students.
- Students must be prepared for class. They should have the necessary textbooks, class materials, equipment and school journal.
- Students must record their homework for each class in their journal. *Parents are requested to sign the journal weekly.*
- Students are expected to complete their homework, written or oral, on time. *If a student is unable to complete their homework because of exceptional circumstances they must have a note of explanation, in the school journal, from their parent.*
- Students are expected to attend school for their November and March Assessments, their Christmas and Summer Examinations and for their Junior and Leaving Certificate Mock Examinations.
- Students are expected to study when they are not timetabled for examinations.

### **4.3 School Uniform**

**All students are expected to wear the school uniform.**

When students wear the uniform they are an ambassador for Coláiste Mhuire and our community. As such they should take pride in their appearance and be aware of the traditions and continuity that they represent.

Coláiste Mhuire's Uniform is:

- School crested navy jumper
- School crested jacket
- Light blue shirt/blouse with a collar
- School tartan knee-length skirt or navy trousers for girls
- Grey school trousers for boys
- Black/Navy Dubes/shoes
- All items should be labelled with the student's name

**Pupils may be excluded from class if they are not wearing the proper uniform.**

- No hoodies are permitted
- Sportswear and runners are required for PE and sports activities only

- Girls are allowed to wear one pair of stud earrings. Boys are not allowed to wear earrings. Facial piercings are not allowed.
- Extreme hair colouring or styles are not permitted
- Particular fashion trends may be deemed unacceptable for school by school management

The above is the uniform agreed by students, parents, the teaching staff and management of Coláiste Mhuire. The school expects high standards with regards to dress and appearance. Neat presentation and cleanliness is essential.

Students are expected to wear a uniform at all times. This is to include occasions when students are off the school premises but are acting as representatives of the school.

Students will not be allowed into class without a full uniform unless, for genuine reasons, they have a signed explanatory note from a parent. This note must be presented to the school office before 9am. If a student does not have an explanation note their parent must bring in the proper uniform. School management has the right to confiscate any item of clothing and/or jewellery not permitted under the code.

#### **4.4 Respect**

**All students are expected to have respect for teachers, staff, and visitors to the school and on all school related activities.**

- Students should treat their fellow students in a fair and respectful manner at all times.
- Coláiste Mhuire does not tolerate bullying or harassment in any form.
- Students must show courtesy, consideration and good manners in their behaviour while travelling to and from school, in school and while representing the school on outings or trips.
- Students afford politeness, respect and courteous co-operation to all school staff, fellow students, visitors to the school and local residents at all times.

#### **4.5 Mobile Phones and Electronic Devices**

**Mobile phones and electronic devices are not allowed to be used during the school day or on school activities, unless permission is given by a teacher**

Students may not use mobile phones while in school. Mobile phones must be powered off, not simply silenced, on entering the school and left off for the duration of the school day, including break and lunchtime. Any contact (including a report of illness) between a student and their parents during the school day must be made through the school office. Any breach of this rule will result in the confiscation of the phone. It will be held securely in the office until the end of school day.

Any refusal to hand over a phone at the request of any teacher or to remove its SIM card will be treated as serious misbehaviour.

#### **4.6 The School Environment**

**All students must respect the school environment in order to promote learning in a tidy, peaceful and supportive atmosphere.**

The standard of cleanliness of the school reflects on all of the occupants of the school, both staff and students.

It is important for each individual to protect the school environment and to make sure that it remains a clean and healthy place to work and study in.

- Students are not allowed to eat and/or drink during class. Chewing and drinking in class is disruptive and food disposed of in classrooms is unhygienic, attracts vermin and there is a possibility of contamination in specialist rooms.
- Chewing gum is strictly forbidden and must be binned.
- Students must not damage school property. The cost of repairing and replacing broken equipment/property may be borne by the student.
- Students are responsible for their own, clearly labelled, property. The school cannot be held responsible for lost property.
- Students must not steal the school's property and /or others possessions.
- Students are not allowed to park on school grounds.

#### **4.7 Substance Use**

- Smoking, drinking alcohol and possessing/taking illicit substances and drugs is not allowed in school or on school related activities.

The possession or use of any illegal drugs, addictive substances, un-prescribed drugs, alcohol, and legal drug substitutes is banned. Details of any necessary medication must be communicated to management.

The misuse of all legal and illegal substances is strictly forbidden, and in each case will be dealt with by the school's Substance Abuse Policy.

The school is obliged to inform parents/guardians and the relevant authorities in the event of a breach of this rule.

## **5. MISBEHAVIOUR AND APPROPRIATE SANCTIONS**

The aim of sanctions is to create a climate that encourages and reinforces good behaviour, encouraging students to take personal responsibility for their learning and their behaviour. A problem-solving approach is used in response to inappropriate behaviour. At all times, the focus is on the behaviour and not the student as the problem.

Responses to behaviour are detached and objective, but empathetic. Sanctions range from a word of warning to expulsion. It is expected that pupils will accept and respond positively to correction from members of staff, be it inside or outside the classroom. All behavioural problems are addressed as early as possible and agreed strategies are implemented consistently. The initial sanctions are effective for the majority of pupils. However, a small number of pupils may require further attention.

Any form of bullying is not acceptable. If breaches to the Anti-Bullying Policy occur, actions will be taken by the Anti-Bullying Coordinator to deal with the situation appropriately, using the Anti-Bullying Policy.

The purpose of sanctions is to bring about a change in behaviour by:

- Helping students to learn that their behaviour is unacceptable.
- Helping them to realise and recognise the effect of their actions and behaviour on others.
- Helping students to understand that they are responsible for their own behaviour and that their choice to misbehave will have consequences.

### **5.1 Ladder of Referral**

The procedures for dealing with incidents of unacceptable behaviour is referred to as our ladder of referral. The basic principle is that the higher up the ladder an incident is dealt with, the more seriously it is viewed.

- Class Teacher deals with the issues.
- The matter is referred to the Year Head.
- In some cases, the student may be referred to the Guidance Counsellor, NEPS, HSE or other support service

- The matter is referred to the Deputy Principal.
- The matter is referred to the Principal.
- The matter is referred to the Board of Management. The Board may be asked to consider expulsion.
- Officers of Túsła are informed
- The matter may be referred by way of appeal to the Department of Education under Section 29 of the Education Act and/or the Trustees.

In most cases, these levels of sanction follow one another. However, in certain cases, the degree of disrespect or disregard for school rules shown by a single act may warrant that a student be immediately referred to the Deputy Principal, the Principal or be suspended or expelled without going through the process of minor sanctions.

## **5.2 Misdemeanours**

Misdemeanours include isolated minor breaches of school regulations and isolated infringements related to school work, homework, discipline, general order (both within the classroom and externally). Where such behaviour is noted by the teaching staff or referred to them by caretaking or administrative staff, standard sanctions in general use may be applied, such as:

- Separation within the classroom;
- Additional homework such as essays;
- Extra questions or work appropriate to the subject area;
- Removal from class under supervision;
- Supervised detention by the teacher;
- Being assigned tasks within the school building and grounds, e.g. lifting litter, cleaning desks;
- Parental contact.

## **5.3 Isolated Incidents of Misconduct**

Isolated incidents of misconduct may include the following:

- Use of abusive language;
- Misbehaviour in class of an isolated nature;

A fight between students in the school and its environs;

An outburst of bad behaviour in class.

Sanctions for such offences may include suspension, lunchtime detention, after-school detention and/or any of the sanctions listed in section 5.1.

#### **5.4 Continuous Misconduct**

Continuous misconduct includes repeated misdemeanours or repeated breaches of good order. Examples of this type of behaviour may include:

Continuous disruption of classes;

Failure to present homework on a continuous basis;

Failure to bring necessary books, equipment and resources on a continuous basis;

Bullying or harassment of other students,(the school also operates a separate anti-bullying policy)

Offensive language to fellow students;

Offensive or abusive language to any staff member

General behaviour inappropriate to the smooth operation of the school, both in the classroom and in the corridor.

Sanctions for such offences include detention, carrying out school-related tasks, the placing of the student “on report”, lunchtime detention, after-school detention or suspension. Repeated continuous misconduct can bring further sanctions including exclusion of the student from the school or other such appropriate sanction as may be deemed reasonable.

It should be noted that a suspension will result in the student being excluded from school-related activities during the term of the suspension.

#### **5.5 Serious Misbehaviour**

As a guide for parents and pupils, here is a list of some of the offences which will be regarded as serious:

Assault, threat or abuse of a member of staff by a student;

Assault, threat or abuse of a fellow student;

Damage to property of staff or students;

Putting a teacher’s or fellow student’s health or safety at risk;

Possession of drugs or alcohol. Sale, consumption or distribution of such alcohol or drugs;

Possession of knife or any other offensive or dangerous devices, including catapults, bangers, laser pens, stink bombs, etc;  
Repeated instances of bullying and harassment;  
Defiance of and confrontation with any member of staff which could seek to undermine the authority of that person;  
Attempts to intimidate, bully or harass any member of staff;  
Use of social media to intimidate, bully or harass another student or any member of staff;  
Malicious damage to property;  
Theft within the school;  
Serious misbehaviour on school-related activities or outings.

Students who become involved in serious misconduct, whether inside or outside the school grounds, which may reflect adversely on the good standing and reputation of the school in the local community may be liable to sanction. The school reserves the right to invoke the code of behaviour to deal with such incidents and impose the full range of sanctions up to and including expulsion, serious misbehaviour may warrant instant suspension or possible expulsion. The school operates formal procedures in relation to suspensions and expulsions (including Appeals Procedures) which may be obtained on request from the school.

It should be noted that in all instances of misbehaviour and in the use of sanctions students will be advised and encouraged to correct their behaviour and be encouraged to participate more positively within the school.

## **5.6 Procedures for Dealing with Serious Misbehaviour**

### **5.6.1 Sanctions**

#### **5.6.1.1 Lunchtime Detention**

A student can be placed on lunchtime detention by their teacher, Year Head, Deputy Principal or Principal.

In normal circumstances lunchtime detention will only be applied after the student has received a number of reprimands. A student may be placed on lunchtime detention for one day, however, depending on the severity of the misbehaviour he / she may need to serve a number of consecutive days in detention. A student and parent will be informed a day in advance of their detention. A detention sheet will be sent home with the student. This must be

signed by a parent. However management may impose an immediate detention if the situation warrants it.

Detention lasts for 30 minutes.

Work will be assigned to each student attending detention. This work must be attempted and handed back up to the teacher. Students who fail to turn up for detention, or arrive late, or do not follow the directions of the teacher, or in any way disrupt the detention room may be faced with after-school detention, suspension or expulsion.

#### **5.6.1.2 After-School Detention**

A student can only be placed on after-school detention by the Principal or Deputy Principal. In normal circumstances after-school detention will only be applied after the student has served a number of lunchtime detentions or that the student has been “on report” for some time. However management may impose an immediate after-school detention if the situation warrants it.

When a student is placed on after-school detention his / her parents will be notified. They will be informed why their son / daughter has received this sanction and when it will take place.

They may also be invited to the school for a meeting to try to help resolve the poor behaviour being displayed by their child. After-school detention lasts for 1 hour and begins at 4pm.

The detention will be supervised, and work will be assigned for them to complete. This work must be attempted and handed back up to the person in charge.

Students who fail to turn up for after-school detention, or arrive late, or do not follow the directions of the person in charge, or in any way disrupt the detention room may be faced with suspension or expulsion.

#### **5.6.1.3 Morning Detention**

A student can only be placed on morning detention by the Principal or Deputy Principal. In normal circumstances morning detention will only be applied after the student has served a number of lunchtime detentions or that the student has been “on report” for some time.

However management may impose an immediate detention if the situation warrants it. When a student is placed on morning detention his / her parents will be notified. They will be informed why their son / daughter has received this sanction and when it will take place.

They may also be invited to the school for a meeting to try to help resolve the poor behaviour being displayed by their child. Morning detention lasts for 30 minutes and begins at 8am.

The detention will be supervised, and work will be assigned for them to complete. This work must be attempted and handed back up to the person in charge.

Students who fail to turn up for morning detention, or arrive late, or do not follow the directions of the person in charge, or in any way disrupt the detention room may be faced with suspension or expulsion.

#### **5.6.1.4 Suspension / Expulsion**

Coláiste Mhuire operates a separate Suspension and Expulsion policy, which is available from the school office on request or can be viewed on our school website; [colaistemhuire.org](http://colaistemhuire.org)

**Signed:** Fr. Michael Breslin

Date: 18<sup>th</sup> June 2015

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Chairperson Board of Management

**Signed:** Emma O' Malley

Date: 18<sup>th</sup> June 2015

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Principal