



## POLICY AND PROCEDURES MANUAL

### Code of Conduct (Students)

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## 1. OVERVIEW

<b>First released:</b>	9 June 2020
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<b>Review cycle:</b>	Annually
<b>Approver:</b>	Senior Leadership Team
<b>Owner:</b>	Principals
<b>Stakeholders:</b>	Students, parents
<b>Child Safety:</b>	National Principles 1-10

- a) The purpose of this Code of Conduct is to help students develop a distinctly Christian character by establishing the expectations and standards of their behaviour and conduct during their time at Rehoboth. Because God is sovereign over all aspects of our lives, we aim to help students develop not only academically, but spiritually, emotionally, physically, and socially. We have high expectations for students because God holds us to the highest standard. We want them to see students grow in their understanding of God's sovereignty as they mature into young men and women who strive to emulate Christ.
- b) Students should read this Code of Conduct with their parents and in conjunction with the [Child Safe Framework](#).

## 2. COLLEGE VISION, MISSION, AND PURPOSE

- a) **Vision:** To engage the whole child to think, respond, and live with excellence for the glory of God alone.
- b) **Mission:** Rehoboth exists as an extension of the Christian home, partnering with parents as a covenant community to support them in their task of nurturing and educating their children to equip them for all of life.
- c) **Purpose:** We believe that it is our purpose as educators and parents to orient our students Biblically toward the knowledge of God, the Gospel, humanity and all of God's creation, so that they would seek His will, see things as He see them, and engage with and influence the culture in which they live. We believe that the Christian school must partner with parents and churches to develop the whole child (i.e. their spiritual, moral, academic, personal, and social growth), to inspire them to excel, to be intolerant of mediocrity, and to make wise choices. Such an education is distinctly Christian in its character, intentions, and outworking.



## 3. BE DISTINCT: A BIBLICAL APPROACH TO LIFE AND LEARNING

- a) We believe all students are made in God's image and are highly valued by Him. Because this is how God views students, it should be our view too, and so we want to treat all students with dignity and respect. We aim to provide students with an excellent education in a safe learning environment where they are protected from abuse and harm because this is what God expects of us ([Matthew 6:1-6](#)).
- b) Students also have certain responsibilities to meet while they are at school. God expects everyone to use the gifts and talents He has given us wisely and to the best of our ability, and for our thoughts and actions to be in service to Him and others. A Christian education aims to not only provide excellent teaching and learning but to shape students of distinctly Christian character as well.
- c) We challenge students to **be distinct** and will help them to nurture and develop the six areas of our Learner Profile (more information about this is available in our Strategic Plan, called [Axiom23](#)). These areas are fundamental to developing well-rounded students who want to give Jesus Christ their best. These six characteristics form the basis for how we expect students to conduct themselves and what they should be striving for during their time at Rehoboth:
- i. **Oriented Biblically:** Students learn to make God's Word and Jesus central in their lives. They are developing good spiritual habits and are in the process of becoming more Christ-like. This leads them to a life of service to others and witness for Christ.
  - ii. **Seeks His Will:** Students value faithfulness and obedience to God more than the demands and expectations of the world. They want to learn about God, His world, and themselves. Students accept that Jesus is Lord of all and that their gifts and talents are given to them by God. He has a plan for their lives, and they want to use these gifts and talents for God's glory.
  - iii. **Engages and Influences Culture:** Students live in such a way that everything they do and say points to Jesus. They use their gifts and talents wherever God has placed them. Students are humble with their gifts but also use them well.
  - iv. **Inspired to Excel:** Students rise to the challenge of living for Christ alone by achieving their personal best. Success is defined by bringing our best to God, and not in worldly things like money or fame. Students see that their study, work, or whatever they do is what God has called them to and so it deserves to be done well.
  - v. **Intolerant of Mediocrity:** Students do not settle for the average or ordinary and are willing to stand up for Jesus. They are not satisfied with a 'close enough is good enough' attitude and are unwilling to drift along with the crowd. Instead, students are independent thinkers and resilient – able to recover from setbacks, adapt to circumstances, and not give up easily.
  - vi. **Making Wise Choices:** Students develop the skill of thinking Christianly about all of life so that they can act sensibly. Wisdom is knowing what God thinks and being able to apply that to our

thoughts and actions. Wise students learn to judge and interpret the world around them from a Christian perspective and are trustworthy and honest people.

## BE DISTINCT

### Oriented Biblically

**Ref:** Phil 3:8-15; 1 Tm 4:7-10; 2 Pt 1:3-8

### Seeks His will

**Ref:** 1 Kgs 2:3; Prv 3:5-6; Mk 12:28-33; Eph 2:10

### Inspired to excel

**Ref:** Rom 12:1; Rom 1:20; Phil 4:8; Col 3:23-24; 1 Tm 4:12; 1 Cor 7:17



### Intolerant of mediocrity

**Ref:** Ps 1:3; Dn 3:8-25; Mt 7:24-25; Phil 3:13-15; Rom 8:28; Rom 12:1-2; Jas 1:12.

### Engages and influences culture

**Ref:** Acts 17:16-33; 1 Cor 9:19-23; 2 Cor 10:1-5; 1 Pt 2:11-17.

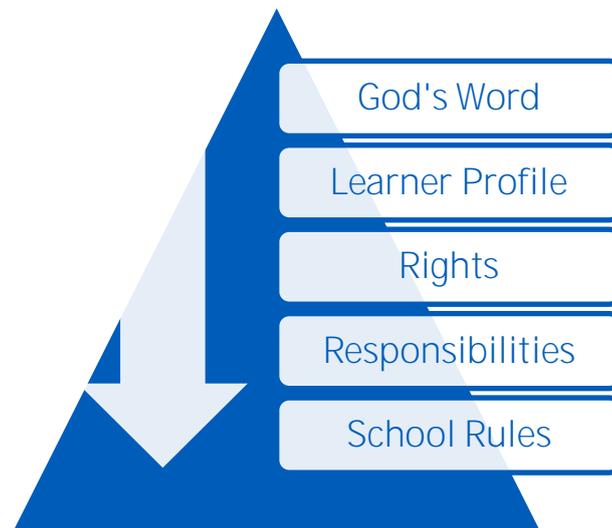
### Making wise choices

**Ref:** Prv 1:1-7; 1 Chr 12:32; 1 Cor 2:11-14; 1 Thes 5:21-22; Phil 1:9-10; 2 Tm 2:15; Jas 1:5.

## 4. RIGHTS AND RESPONSIBILITIES

- a) **Student Rights:** Rights are rules or principles about what people can expect to have or do. Students have certain rights (things they can expect) when they come to school. These include:
- being treated fairly and with respect by staff and students;
  - learning in a safe environment that is free from discrimination and harassment;
  - pursuing educational goals in a supportive and stimulating environment;
  - having access to support and other services;
  - being kept informed of policies, procedures, requirements, and assessments;
  - reporting problems if they feel they have been treated unfairly;
  - receiving timely feedback and information on assessments and progress on their learning;
  - having personal information about them stored and maintained in a confidential, secure, and professional manner; and
  - accessing these records in the proper way.

- b) **Student Responsibilities:** Responsibilities are things which people are required to do. They can be rules people are expected to follow or duties and jobs people are given. As with rights, students have certain responsibilities to meet when they come to school. What we expect of students when they come to school includes:
- i. taking responsibility for their learning;
  - ii. respecting the right of teachers to teach and of other students to learn;
  - iii. being diligent in their schoolwork and attending classes regularly and punctually;
  - iv. treating others with respect, dignity, fairness, and courtesy;
  - v. showing respect for the property of others;
  - vi. following all school rules, policies, procedures, and requirements;
  - vii. enthusiastically participating in school activities;
  - viii. encouraging, supporting, and serving friends and peers;
- c) **School rules:** Principals and teachers include specific school rules in the College handbooks and in classrooms. These form part of this Code of Conduct and students are expected to understand and follow the school rules. Sometimes, these might be the only rules students will see, but they are based on the rights and responsibilities of students, the Learner Profile, and, ultimately, God's Word as the diagram below shows. School rules are in place as practical ways to ensure that Rehoboth is a safe, positive, and supportive environment for everyone.



## 5. BREACHING THE CODE OF CONDUCT

- a) A **breach** is any act or behaviour that goes against this Code of Conduct, such as misbehaviour in class, bullying, abuse, swearing, touching others not wanting to be touched, or breaking other school rules. If the Code of Conduct is breached, then we need to mend what was broken. This is when we might need to use



our Discipline Policy, as breaking some rules lead to punishments, or other methods like reconciliation (bringing things back together). Our aim is always to restore things to order.

- b) Jesus Christ is the best example for how to behave and conduct ourselves. Not only can we read what He taught His disciples, but we can see how He acted towards others, how He treated others. He never made people unsafe, but He sometimes made them feel uncomfortable when he confronted them with their sin. The Bible is clear that there are consequences for sin, and so it needs to be dealt with. Jesus knew that sometimes we make mistakes or do the wrong thing, but He says there is always a way to make things right. The same is true if we breach the Code of Conduct.
- c) Discipline, in its proper sense, is the process of 'disciplining' or leading someone to become an obedient disciple of Christ. Discipline aims to correct and restore the student. Wherever possible, the action is intended to disciple the student and encourage positive behaviours, and to assist with problems which may underlie the unacceptable behaviour. Generally, the action is taken as a direct consequence of the breach.
- d) The basis for discipline at Rehoboth is that it should be fair, firm, and friendly. Disciplinary action will take different forms depending on the age of the student and the nature of the breach. It consists of Low, Medium, High, and Very High strategies.
- e) Wherever possible, staff will assist students to meet the requirements of the Code of Conduct. It is important that the school and parents work together to support students as they mature, are given and accept greater levels of responsibility, and adjust behaviour to contribute in positive ways to the school community. However, behaviour that disrespects the safety and wellbeing of others will not be tolerated and will have consequences.
- f) The Principals and staff accept their obligation to enforce the requirements of the Code of Conduct fairly and consistently. Part of that includes advising parents of all serious or persistent breaches of the Code (including school rules).
- g) Teachers will deal with instances of unacceptable behaviour in the classroom, while cases of persistent or extreme misconduct may be referred to the Principal. The Principals and, in the Secondary School, the Heads of Students, are responsible for the general overview of discipline.

## 6. COMPLAINTS AND REPORTING

- a) Students or their parents may ask for any decision the College makes to be reviewed. A child-friendly complaints process is available for students. This process includes:
  - i. anonymous drop boxes located in each Administration Office to make a written report;



- ii. access to the CEO, Principals, Head of Students, Chaplains, or teachers to make a verbal report;
  - iii. the College's Complaints and Grievances (Parents and Students) Policy or the Complaints and Grievances (International Students).
- b) The Complaints and Grievance process consists of three stages:
- i. **Informal Resolution:** An informal resolution may involve a meeting between parties to discuss the issue. We will work to resolve any informal disputes within ten working days. We are often able to resolve a complaint in this way;
  - ii. **Formal Resolution:** The student and/or parents should put their complaint in writing to the Principal, clearly expressing the complaint and how they wish the complaint to be resolved. The Principal will endeavour to meet or speak with the parents and attempt to resolve the complaint at this point. It may also be necessary at this stage for further investigation to be conducted. The Principal will make a decision when the facts have been gathered and will attempt to resolve the issue within ten days after the first meeting.
  - iii. **Panel Hearing:** If the student or parents are dissatisfied with the Principal's decision, they may appeal to the CEO in writing within ten days of the Principal's decision. The CEO will then endeavour to convene an Independent Complaints Panel as soon as possible to consider the matter. After due consideration of all the facts they consider relevant, the Independent Complaints Panel will reach a decision, and may make recommendations, which it shall complete within ten working days of the hearing. The decision reached by the Independent Complaints Panel is final.
- c) If a student has a complaint against the College or a staff member, they should first speak to their parents or guardians or another trusted adult such as the Chaplain.
- d) Students are encouraged to report breaches of the Code of Conduct to a staff member, or any behaviours which they believe are not appropriate. We will ensure that the name of any students reporting a breach is not made public unless required by law, and they will not suffer any consequences by making a report.
- e) Please note, this Code of Conduct may be changed at any time by the Senior Leadership Team. Students and parents are welcome to provide feedback on the Code and its implementation at any time, which we will take into consideration. Any changes to the Code will be communicated to students and parents promptly.