

Learner Code of Conduct

1. Policy Statement

1.1 Hibiscus Schools expects the highest standard of conduct from all learners. This includes behaviour in classrooms, on school grounds, during sports and cultural activities, at school events, online, and at any time when a learner represents Hibiscus Schools.

1.2 This Code sets out the responsibilities of all stakeholders. Failure to comply may result in disciplinary action in line with Hibiscus Schools' Disciplinary Procedures.

1.3 Hibiscus Schools promotes integrity, honesty, respect, responsibility, good manners, inclusivity, and punctuality.

2. Policy Stakeholders and Responsibilities

2.1 Applicability

This Code applies to all learners enrolled at Hibiscus Schools, as well as their parents/guardians and all staff members.

2.2 School Responsibilities

Hibiscus Schools will:

- Make this Code of Conduct available to parents and learners
- Ensure consistent and fair implementation of the Code
- Communicate expectations clearly to all stakeholders

2.3 Staff Responsibilities

Teachers and staff will:

- Enforce this Code consistently and fairly
- Model respectful and professional behaviour
- Inform learners and parents of disciplinary procedures

2.4 Learner Responsibilities

Learners are expected to:

- Familiarize themselves with and comply with this Code
- Behave responsibly and respectfully towards others
- Follow instructions from staff
- Respect school property and the property of others
- Act honestly and with integrity
- Attend school punctually and regularly
- Accept disciplinary action as corrective and educational

2.5 Parent/Guardian Responsibilities

Parents/guardians are expected to:

- Support the school in enforcing this Code
- Ensure learners understand behavioral expectations
- Communicate with the school regarding learner progress and behavior
- Attend meetings when requested

3. General Rules and Guidelines

3.1 All learners are bound by this Code while on school premises, at school activities, and when representing Hibiscus Schools.

3.2 Hibiscus Schools is a drug-free, alcohol-free, weapon-free, smoke-free, and gambling-free environment.

3.3 Learners must respect the learning environment and the rights of others to learn.

3.4 Misconduct occurring off school premises that impacts the school community may be subject to disciplinary action.

4. Categories of Misconduct

Misconduct is categorised as **Very Serious**, **Serious**, or **Minor**. Each case will be dealt with on its own merits.

4.1 Very Serious Misconduct (may result in suspension or expulsion)

Includes but is not limited to:

- Violence, bullying, intimidation, or harassment (including cyberbullying)
- Possession or use of weapons, drugs, alcohol, or prohibited substances
- Sexual misconduct or harassment
- Serious dishonesty, theft, or fraud
- Actions that endanger the safety of others
- Serious conduct bringing the school into disrepute

4.2 Serious Misconduct

Includes but is not limited to:

- Truancy or persistent absenteeism
- Repeated disruption of school activities
- Vandalism or damage to property
- Insubordination or repeated defiance

4.3 Minor Misconduct

Includes but is not limited to:

- Late-coming
- Inappropriate language
- Failure to complete homework
- Poor classroom behaviour
- Dress code violations

Sanctions may range from warnings and counselling to suspension or expulsion, depending on severity and repetition.

5. Disciplinary Approach

5.1 Hibiscus Schools follows a restorative and corrective approach to discipline.

5.2 Disciplinary measures aim to:

- Correct behaviour

- Protect the learning environment
 - Educate learners about responsibility and consequences
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6. Amendment and Review

6.1 This Code of Conduct will be reviewed regularly to ensure alignment with legislation and best practice.

6.2 Hibiscus Schools reserves the right to amend this Code when necessary.

7. Acknowledgement

Learners and parents/guardians are required to sign an acknowledgement confirming that they have read, understood, and agree to abide by this Code of Conduct.

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