

CAUSE NO HARM

Our college has one simple rule - we cause no harm.

By harm we mean:

- disrupting or destroying opportunities for others
- behaving in a way that is abusive
- damaging the environment
- unduly taking up staff time and resources

If harm is being caused, the following will happen:

We communicate about the problem and provide a chance for you to self-correct.

We provide care and choices to help you self-correct.

We issue a call out.

We hand over all care and control to the On Call Team. They will make the decisions about the rest of your day - this may result in a suspension.

Where there is deep harm, a call out will be immediately issued.

By deep harm we mean:

physically hurting another	racism
threats to harm another	homophobia
any kind of damage	sexism
possession of drugs	possession of weapons

Three call outs in one day is classed as repeat harm and will in most circumstances lead to suspension.