



Code of Behaviour Policy of Edmund Rice College Phoenix Park

School Details

Address: Phoenix Park Racecourse,
Navan Road,
Castleknock,
Dublin 15.

Roll Number: 68306h

School Patron: The Edmund Rice Schools Trust

Ratification and Review

Date of ratification: **23/03/2025**

Chairperson of the Board of Management

Principal

Signed: _____

Date of next review: May 2026



Iontaobhas Scoileanna Éamainn Rís
Edmund Rice Schools Trust

Table of Contents

School Details.....	1
Ratification and Review	1
Mission statement	4
Vision statement	4
Introduction:	4
Relationship to Mission and Aims:	5
Scope of Policy:	5
Aims of the School:	6
School Procedures	8
Attendance and Punctuality	8
Homework and School Journal:.....	8
School Uniform and Appearance:	9
Mobile Phones/Internet Use:.....	10
Smoking/Alcohol/Vaping/ Substance Abuse:.....	11
Rewards:	11
Inappropriate Behaviour:	12
Low Level inappropriate behaviour.....	12
Low level sanctions:.....	13
Serious inappropriate behaviour	14
Serious Level Sanctions	14
Very Serious inappropriate behaviour.....	15
Very Serious Sanctions.....	15
Suspension and Expulsion:.....	15
Principles of Natural Justice:.....	15

Suspension:	16
Responsibilities:	16
Procedures:	17
Procedure for re-introduction following suspension:	18
Grounds for Removal of Suspension:	19
Expulsion:	19
Responsibilities:	20
Expulsion Procedure:	20
Appeals:	21
The Plan for Reviewing the Code:	22

Mission statement

Our mission at Edmund Rice College is to foster a culture of **generosity** and acceptance where each person has both the **faith** and **courage** to speak and act with **compassion**. We are committed to the holistic development of each child and will support them through their spiritual, moral, intellectual, social, emotional and physical development, while honouring their diverse learning styles. To recognise and develop each person's sense of self-worth which, will foster a genuine interest and concern for others in the wider community and in the world in which we live. We recognise and respect the role of parents as primary care givers and in our capacity as educational professionals, we will work together to guide and support students to become responsible, accountable and caring citizens.

Vision statement

At Edmund Rice College we strive to further develop a community that welcomes and nourishes our gospel-based values, that prepares our children for life-long learning and is a place where friendships are formed.

To achieve our vision at Edmund Rice College we aim:

- To nourish Christian values as a Catholic Community. To plan, organise and celebrate as a Eucharistic community.
- To challenge and encourage our students to achieve their personal best in all endeavours.
- To provide a stimulating, happy and secure environment where each child, teacher and adult is valued.
- To welcome, respect and value people in all faiths and cultures.
- To provide a caring community where little things matter.

Introduction

Edmund Rice College Phoenix Park (to be known as Edmund Rice College for the purpose of this policy) is a Catholic school committed to promoting Christian values and affirming the personal worth and dignity of each student. The school is inclusive of students from all cultures and backgrounds and celebrates diversity. We are also welcoming of all faiths and those of no faith.

We aim to ensure that Edmund Rice College is a place where students feel at ease and cared for enabling them to relate to one another and to staff in an open, respectful and trusting manner. The school values the role of parent(s)/guardian(s) in the education of their children and seeks to work in partnership with them.

Relationship to Mission and Aims

An Edmund Rice School "Seeks to provide a safe and respectful working environment. The school partners seek to promote personal dignity and safety so that all members of the school community may work and learn together, free from harassment, bullying or disruption. In a true spirit of partnership, teamwork is encouraged, and the dignity and diversity of each individual is respected and celebrated" (ERST Charter)

Our code of behaviour is developed in the context of the Edmund Rice Charter and our core values:

GENEROSITY

COMPASSION

FAITH

COURAGE

The Code of Behaviour is an integral part of the positive school ethos where learning and personal development can take place in a safe and caring environment.

Scope of Policy

The Board of Management of Edmund Rice College sets out this Code of Behaviour in accordance with section 23 of the Education (Welfare) Act 2000, the ethos of the school, and the Edmund Rice Charter, which promotes justice and equality.

It is governed by the provisions of the Education Act 1998 (as amended), Education (Welfare) Act 2000, the Equal Status Acts 2000 and 2004, the Data Protection Acts 1998 and 2003, the Education of Persons with Special Educational Needs Act 2004 (as amended), relevant Department of Education and Skills Circulars, in particular Circular M33/91 'Guidelines Towards a Positive Policy for School Behaviour and Discipline', Circular

0045/2013 *'Anti Bullying Procedures for Primary and Post Primary Schools'* and also the TUSLA guidelines, *'Developing a Code of Behaviour: Guidelines for Schools'*.

Where any reference to bullying arises throughout this policy, please see the Bí Cineálta policy in order to address the correct protocol and procedure.

Aims of the School

- To be a compassionate and caring community in which each member is given a sense of significance and importance and is conscious in turn, of the needs of others.
- To provide a social and academic environment which fosters wisdom.
- To strive to ensure that Christian attitudes and values are part of the fabric of school life, whilst welcoming all faiths and those of no faith.
- To provide through the curriculum, teaching methods and allocation of resources, teaching and learning situations which enable all students to develop their intellectual capacity to the full, stimulate their curiosity and imagination and to assist in their physical and moral development.
- To prepare each student to play an active role in our society.

In order to achieve our aims the co-operation of everyone and a high standard of behaviour is expected from all our students in order to create the positive atmosphere that is conducive to good teaching and learning. Whilst recognising and affirming the uniqueness and individuality of each student, we also recognise that all members of our school community have to develop the qualities of respect and self-discipline, and show consideration and care for themselves and others and co-operate with the authorities of the school. Our school values respect for all, generosity and a willingness to help others, fairness, forgiveness, courtesy and good manners.

There are four elements to building a positive atmosphere in Edmund Rice College:

- Generosity
- Compassion
- Faith
- Courage

In Edmund Rice College I show generosity when:

- I am friendly and kind to others.
- I develop my talents to the best of my ability.
- I never bully others, either through words or actions.
- I am welcoming to all members of the school community and our visitors.
- I give to my school and the community by participating in school activities and events.

In Edmund Rice College I show compassion when:

- I care for all members of our community and allow them to be part of my group.
- I care for our school environment and avoid causing unnecessary work for those who look after our school.
- I am willing to help other students in any way I can.
- I care about the consequences of my actions and choices.

In Edmund Rice College I show faith when:

- I participate in religious services in a respectful way.
- I make a positive contribution to our services by getting involved fully in them.
- I do my best to behave in a positive way.
- I am respectful of everyone's faith and culture.

In Edmund Rice College I show courage when:

- I care about what is happening in my local community and in faraway places.
- I do my best to raise awareness of injustices, and I fundraise for people in need.
- I respectfully stand up for what I believe is right.
- I show pride in my school and behave in a way that will make me a positive role model to others.
- I speak out when I witness unacceptable behaviour such as bullying.
- I treat others as I would like them to treat me.

School Procedures

Attendance and Punctuality:

Good attendance and punctuality is essential for students to reach their full potential and help prepare students for life after school.

- Attendance at school is a legal requirement. Under the Education (Welfare Act) 2000, the school management is obliged to report absences aggregating 20 days in a school year to TUSLA (the Child and Family agency).
- Students must be in attendance with their class tutor for registration at 8.30am.
- A student who arrives late for school must report to the school office and sign the late book and have his/her journal stamped.
- Parents/Guardians should notify the school of any absence through VSWare
- If for any reason a student must leave school early, parent or guardian must submit note on VSWare in advance.
- Students must remain on the school premises at lunchtime.
- No student may absent him/herself from class. Anyone feeling unwell should report to the office. Students who are unwell can be collected by parents/guardians or must return to class.
- Family holidays should be taken outside the school term. Students are legally obliged to be in full attendance during the school term.
- Any parent/guardian who has concerns regarding their son's/daughter's attendance should contact the Year Head, Deputy Principal or Principal, to discuss the matter.

Homework and School Journal:

Homework reinforces schoolwork. It should be completed to ensure that students make the most of their opportunities to get a good education. The school journal is an important home/school link.

- All students are obliged to have a student journal with them every day.

- Students must put it on their desk at the beginning of each class. It will be checked every morning by their Class Tutor.
- Students must record all homework in it.
- Teachers may record notes for parents/guardians in the journal. VSware can also be used for this.
- Parents/Guardians must sign the journal at the end of each week.
- Defacing the journal in any way is not permitted. The Class Tutor may request the student to replace the journal, at their own expense, if it is defaced.
- Students are not allowed to write in another student's journal.
- Homework must be completed to the best of the student's ability. If not, the homework journal must be presented to the subject teacher with an explanatory note from the students' parent/guardian.
- It is the student's responsibility to catch up on any homework given during any period of absence from school.

School Uniform and Appearance:

- The school uniform must be worn correctly at school, travelling to and from school and at all school functions.
- Non-school jackets must not be worn with the school uniform.
- The correct P.E. uniform must be worn at all P.E. classes.
- School shoes should be one of the below:
 - Black leather or black 'Dubarry' style shoes.
 - Plain black trainers with black soles. They can not have any logos.
 - If there is a valid reason why the correct footwear cannot be worn, this must be communicated in writing by parents/guardians.
- A student who is out of uniform (including incorrect shoes) may be requested to wear items of uniform provided by the school.
- A student in breach of uniform rules will receive a detention. Refusal to comply with the dress code of the school may warrant a suspension. Students wearing the Edmund Rice College uniform represent the school to the wider

community. Their behaviour outside school must never bring the school into disrepute.

- Parents/Guardians are requested to mark each item of uniform with the student's name.
- Parents/Guardians must replace any lost items of uniform promptly.
- Students may wear a single pair of small ear studs in the earlobes. No other visible jewellery is permitted.
- Make-up, false eyelashes and nail varnish may not be worn. Students will be directed to remove same if worn.
- Students are not allowed to wear facial jewellery/body piercings. Any tattoos must not be visible.
- Hairstyles must be neat, tidy and of natural colour. Hair accessories must be discreet and only in one of the shades of the school uniform.

Mobile Phones/Internet Use:

- Where a student brings a mobile phone to school, the phone must be switched off during the school day and may not be used for any purpose on the school premises unless directed by a teacher.
- In order to assist the school in implementing the policy, parents/guardians are asked not to contact students by mobile phone at any time during the school day. Contact with the school may be made through the office and students are directed to use the office telephone if needed.
- Students found in contravention of the mobile phone rule will have their phone and sim card confiscated for the school day. Should a student use his/her mobile to call, text or communicate he/she will also be sanctioned with a detention.
- No photographs may be taken or recordings (video or audio) made with mobile phones. Using a phone in this way can seriously infringe on people's rights. Serious sanctions will be imposed.
- Any incident of a student using a mobile phone, or any form of social media, to bully other students will be treated as a serious breach of discipline. It should be noted that it is a criminal offence to use a mobile phone to

menace, harass or offend another person. As such, the school may consider it appropriate to notify the Gardai in such incidents.

- The school accepts no responsibility for replacing lost, stolen or damaged phones. The safety and security of mobile phones is wholly a matter for students, and their parents/guardians.

Smoking/Alcohol/Vaping/ Substance Abuse:

- Smoking and vaping in any part of the school building or its environment is banned in keeping with the Public Health (Tobacco) Act 2004.
- Students should not smoke or vape while in uniform.
- Smoking and vaping are also banned on any school related activity.
- Alcohol may not be brought into the school or used while involved in school activities. In the event of a student misusing alcohol the parents/guardians will be informed, and appropriate action taken to promote the young person's welfare. Misuse of alcohol by any member of the school community in/on school grounds is prohibited.
- The misuse and/or the distribution of all other legal and illegal substances is strictly forbidden and will warrant a serious sanction up to and including expulsion.

Rewards:

Edmund Rice College promotes good and improved behaviour by students through a system of recognition and reward. Students who obey school rules, produce good work, try hard, behave well, participate in all aspects of school life and contribute to the caring spirit of the school will be acknowledged and rewarded. Among the ways of rewarding good behaviour are:

- A points system is in place which promotes and awards good behaviour. Each student begins the year with 100 points. Additional points are awarded when students go above and beyond what is necessary to promote a caring atmosphere in the school.
- Verbal praise and acknowledgement.

- Public affirmation by school management, e.g at assembly, in newsletters, on website, etc.
- Written comments in journal and on homework.
- Display of work done.
- There are awards on Prize Giving Day for students who have excellent attendance, high academic achievement, very good effort and for students who excel at a variety of extra-curricular activities.
- Leadership roles within the school such as Prefects and membership of the Student Council.
- Trips, outings, films, etc.

Inappropriate Behaviour:

Breaches of the Code of Behaviour takes from the teaching and learning and the caring environment of the school. It is the responsibility of the school management to provide an environment where all members of the school community can feel safe and happy. Edmund Rice College takes a whole school approach to the implementation of the Code of Behaviour. When dealing with inappropriate behaviour students are given every chance and opportunity to address inappropriate behaviour and to learn from their mistakes.

Inappropriate behaviour can be separated into low level, serious and very serious and each category is dealt with differently. The following list of behaviours are not exhaustive and are for indicative purposes.

Repeated low level inappropriate behaviour will be seen as defiance and treated as a serious breach of the Code of Behaviour.

1. Low Level inappropriate behaviour:

- Failure to attempt/complete/present work in class or homework.
- Copying homework.
- Not having correct materials for class.
- Failure to provide relevant notes promptly.
- Not producing the journal at the beginning of each class and not having it signed.

- Calling out of turn in class.
- Leaving seat in class without permission.
- Persistently off task.
- Lateness.
- Not wearing full school uniform.
- Use of bad language.
- Littering.
- Not having mobile phone turned off during school hours.

This list is not exhaustive.

Low level sanctions:

(a) Once-off

- Verbal reprimand.
- Note in journal.
- Loss of points.
- Item confiscated.
- Assigning penalty worksheet.
- Change of seat in class.

This list is not exhaustive.

(b) Persistent

- Temporary withdrawal from class to supervised location.
- Letter home.
- Lunch time detention.
- After school detention - parents/guardians will be notified in advance.
- Parents requested to come into the school.
- Carry out a useful task in school, e.g. Litter warden.
- Report card.
- Referral to the principal.

This list is not exhaustive.

2. Serious inappropriate behaviour

- Persistent non-compliance with school rules and policies.
- Rudeness/aggression towards another member of the school community.
- Bullying of any kind.
- Racist/sexist/homophobic abuse.
- Fighting.
- Missing school or class without permission.
- Theft.
- Repeated failure to follow instructions/defiance.
- Repeated failure to attend detention.
- Persistent lateness.
- Copying during exams.
- Disruption of exams.
- Defacement/interference with school property.
- Smoking on school site or while in uniform.

This list is not exhaustive.

Serious Level Sanctions:

- Suspended for between one and three days.
- Withdrawal of privileges (not allowed on outings, matches, stripped of leadership role, etc.)
- Referral to outside agency such as the National Educational Psychological Service.
- Put on Principal report card.
- Put on attendance monitor card.
- Detention for smoking.
- Parents/Guardians called in to meet with the Principal.
- Loss of points.
- Repair, replacement or compensation for damage to property.

This list is not exhaustive.

3. Very Serious inappropriate behaviour

- Illegal/dangerous items in school.
- Unauthorised recording of audio/video/photographic material
- Persistent bullying/racial abuse/rudeness/harassment/name calling/verbal abuse.
- Persistent defiance.
- Serious acts of violence.
- Damage to people or property.
- Assault of any member of the school community.
- Selling and/or in possession of banned substance on the school site or environs.

This list is not exhaustive.

Very Serious Sanctions:

- Longer term suspension.
- Referral, with parent/guardian to the Board of Management.
- Behaviour contract drawn up with school management, parent/guardian and student.
- Liaise with external agency(ies) to seek relevant guidance/support.
- Offsite placement/alternative provision.
- Loss of points.
- Compensation for damage caused.
- Expulsion.

This list is not exhaustive.

Suspension and Expulsion

The Board of Management is obliged pursuant to section 15(d) of the Education Act 1998 (as amended) to publish its policy on Suspension and Expulsion and in so doing have regard to the ethos of the school and the constitutional rights of all persons concerned.

General Principles: There may be cases of unacceptable behaviour, where it will be necessary to remove a student from school for a period of time or for the Board of Management to expel a student permanently from the school.

Principles of Natural Justice

The Principal will ensure that the principles of natural justice will apply in the context of any proposal to suspend or expel a student. These principles translate into procedural fairness with regard to the implementation of sanctions. Accordingly, the students and his/her parent(s)/ guardian(s) will be afforded the right to be heard which includes

- the right to know the allegations in the matter and any other information which will be taken into account.
- the right to know the manner in which the issues will be determined.
- the right to impartiality in the investigation and decision- making process.
- the right to the absence of bias by the decision maker.
- the right to know why the sanction is being imposed.
- the right to an appeal.

Suspension

The Board of Management of Edmund Rice College has the authority to suspend a student and that authority has been formally delegated to the Principal. A student may be suspended, pending investigation and discussion with parents, for serious and very serious incidences of inappropriate behaviour. In the case of an unacceptable level of repeated inappropriate behaviour a student may be suspended when in the professional opinion of the school authorities, all other strategies have been exhausted, and the student shows no willingness to change his/her behaviour.

The purpose of suspension is:

- to make it clear that the student's behaviour is seriously unacceptable;
- to allow the student time to reflect, in consultation with his/her parent(s)/guardian(s), on his/her behaviour and accept responsibility for his/her behaviour.
- to help the student to realise that even more serious consequences will result if his/her behaviour does not change.

The school will endeavour to work with parents/guardians with a view to assisting a student who has been suspended to improve his/her behaviour so that he/she can successfully rejoin the school community as soon as possible. On occasion it may be necessary to arrange counselling to assist the student. All members of the school community are important in Edmund Rice College and when one is hurting and acting out the whole school community is diminished.

Responsibilities

Only the school Principal may suspend a student from school. The Principal has authority, under the “Articles of Management of Secondary Schools” to suspend “any pupil for a limited period and shall report any such suspension to the Board of Management at its next meeting.” [Article 19(b)]

The Board of Management affirms the right of the Principal to suspend a student for a period of up to three days without recourse to the Board.

When the Principal deems a longer suspension necessary, the matter will be referred to the Board of Management for approval. However, where it is impracticable to convene a meeting of the Board within the timeframe, the Board reserves the right to authorise the Principal to impose a suspension of up to five consecutive days with the sole approval of the Chairperson.

Procedures

In all instances where suspension is applied, parent(s)/guardian(s) will be contacted and notified. In most instances parent(s)/guardian(s) will be asked to meet with the Principal or person acting on the authority of the Principal, to discuss the matter. In the case of an immediate suspension, parent(s)/guardian(s) will be notified and arrangements will be made with them for their child to be collected from school. In all cases a formal letter of notification will be sent to parent(s)/guardian(s). All suspensions are recorded in the student’s file and are reported to the Board of Management. The student will be regarded as being in the care of his/her parents/guardians during the period of his/her suspension and must not come near the school during this period.

Procedure for re-introduction following suspension

If necessary, Parent(s)/Guardian(s) must accompany the student to school on his/her return from suspension and meet with the Principal before attending class. The student may be placed on a report card for at least a week following his/her return. Parent(s)/Guardian(s) may be requested to agree to certain procedures to assist the student, e.g. refer the student for psychological assessment, counselling or other pastoral support services.

Appeals

A parent/guardian or a student over 18 years of age may appeal, in writing, a suspension by the Principal to the Board of Management in the first instance. The letter of appeal addressed to the Secretary of the Board of Management, must set out the ground(s) for the appeal. The appeal will be heard as soon as is practical. The appeals process will at all times follow the principles of natural justice:

- Appellants have the right to be made aware of all details relating to all allegations against the student.
- The parent/guardian and the Principal will present their arguments to the Board of Management after which they will leave the meeting while the decision is being made.
- They should remain available to the Board of Management who may seek further clarification from either party.
- The decision of the Board of Management is binding and will be communicated in writing to the parent/guardian.
- In the event of an appeal the suspension will be deferred. Where an automatic suspension has been imposed on serious grounds such as health and safety, the student will remain on suspension until the hearing by the Board of Management of the appeal. In this case, if the appeal is successful the record of suspension will be removed from the student's file.

The school is obliged to inform TUSLA pursuant to section 21 (4) (a) of the Education (Welfare) Act 2000:

- if the suspension is longer than 6 days or
- if the student has been suspended for a cumulative total of more than 20 days during the school year. The Board will review formally any proposal to

suspend a student where the suspension would bring the number of days for which the student has been suspended in the current year to 20 days or more. Where the total number of days for which the student is suspended in one school year reaches 20, parent(s)/guardian(s) will be informed in writing of their right of appeal pursuant to section 29 of the Education Act 1998 as amended by the Education (Miscellaneous Provisions) Act 2007, to the Secretary General of the Department of Education and Skills.

Grounds for Removal of Suspension

Unforeseen grounds for appeal of a suspension may arise but in general a suspension may be removed in the event of:

- successful appeal to the Board of Management;
- successful appeal pursuant to Section 29 of the Education Act 1998 (as amended);
- an alternative strategy being agreed following consultation with parent(s)/guardian(s);
- new circumstances coming to light.

Expulsion

Expulsion is considered to be a last resort. Expulsion will generally be considered by the Board of Management, only after every effort at rehabilitation has failed and when all other sanctions in the Code have been exhausted. However, students may be expelled for a very serious one-off breach of the schools' Code of Behaviour. While it is impossible to foresee every eventuality the following represent situations where expulsion may be considered:

- the student's actions pose a real threat to the health, safety and welfare of others;
- the student's actions constitute a continuous and serious disruption of the learning of others;
- the student concerned can no longer benefit by remaining in this school;
- when the student concerned has, through continued misconduct, displayed an unwillingness to accept the standards set out in the school Code of Behaviour;

- Any other gross misbehaviour.

Responsibilities:

- If, in the judgement of the Principal, a student should be expelled, the Principal shall refer the matter to the Board of Management for its decision. The Board of Management alone has the power to expel a student.

Expulsion Procedure

The Principal must communicate his/ her recommendation to expel to the Board of Management which has the sole right to decide on the matter. The procedure will be as follows:

- The parent(s)/guardian(s) will be informed in writing of the situation, the reasons for considering this course of action, copies of any and all documents, statements and disciplinary records supporting the case. The letter will notify them of their right to appeal any decision to expel pursuant to Section 29 of the Education Act 1998 as amended by Section 4 of the Educational (Miscellaneous Provisions) Act 2007.
- Pending the outcome of any proceedings the Principal reserves the right to suspend the student in accordance with Section 24 (5) of the Education (Welfare) Act 2000 if, in his/ her opinion, such an action is appropriate to ensure that good order and discipline are maintained and that the safety of students is secured. Such a decision should be approved by the Chairperson of the Board if the suspensions exceed 3 days.
- Parent(s)/Guardian(s) will be invited to attend and present their case to the Board meeting at which the issue will be discussed.
- The Principal will present the case for expulsion to the Board of Management in the presence of the parent(s)/guardian(s) and the student, if the parent(s)/guardian(s) wish the student to be in attendance.
- The parent(s)/guardian(s) and the student will present their response.
- Both parties will leave the meeting while the Board of Management deliberates. The Board may further request information from the Principal and parent(s)/guardian(s)/student.

- The Board will form an opinion to make a final decision to expel/not to expel the student. The decision of the Board will be formally communicated to the parent(s)/guardian(s) by registered letter. Pursuant to Section 24 of the Education (Welfare) Act 2000 the Board shall, before proceeding with the decision to expel the student, notify the Education Welfare Officer of its opinion and the reasons for expulsion. In accordance with section 24 of the Education (Welfare) Act 2000 the decision to expel will not take effect for 20 school days following receipt of the notice of expulsion by the National Educational Welfare Board. The Board of Management should meet again at the end of the 20 school days to make a final decision to expel or not to expel the student. The power to proceed with the decision to expel or not to expel may be delegated to a sub-committee of the Board.

Appeals

- When the Board of Management has made the final decision, the parent(s)/guardian(s) or student (if over 18 years of age) will be informed of the decision by registered letter and their right to appeal a decision to expel a student under Section 29 of the Education Act 1998 as amended by Section 4 of the Education (Miscellaneous Provisions) Act 2007.
- Documentation will be supplied in relation to an appeal under Section 29 with the letter, giving notice of intention to expel.
- Appeals must generally be made within 42 calendar days from the date on which the decision of the school was notified to the parent(s)/guardian(s)/student.
- In the event of an appeal being lodged, the Board of Management will co-operate fully in all procedures initiated by TUSLA. The Board of Management will review the use of expulsion in the school at regular intervals to ensure that its use is consistent with school policies, that patterns of use are examined to identify factors that might be influencing behaviour in the school, and to ensure that expulsion is used appropriately.

The Plan for Reviewing the Code

The Principal and staff, in partnership with the Board of Management will review the Code of Behaviour of Edmund Rice College on an annual basis having familiarised themselves with the Guidelines.

Where aspects of the school code are highlighted to be reviewed or addressed, the Board of Management, together with the Principal, will prioritise these areas and develop an action plan, within a timeframe, for doing this work.