

GUIDANCE TO THE USE OF CONSEQUENCES

Due to the wide range of incidents that are possible in a School environment, it is neither practical nor realistic to try and list all possible infringements and their resulting consequences. The table below serves only to provide guidance when making decisions with regard to sanctions. We always strive for a consistent approach, but individual circumstances will be taken into consideration when reaching decisions. Ultimately, it is the drive for a successful outcome that helps to shape decisions.

Consequence	C1-2	Behaviour Incident	
Rule reminder	C1	<ul style="list-style-type: none"> • Shouting out • Uniform, i.e. scarf on • Misuse of equipment • Inappropriate language • Not following instructions • Lack of effort 	<ul style="list-style-type: none"> • Off task • Late to lesson • Lack of equipment • Lack of homework • Disturbing other pupils' work (1st offence)
Break time Detention (subject teacher)	C2	<ul style="list-style-type: none"> • 2nd PE kit issue in a term • Chewing gum 	<ul style="list-style-type: none"> • Lateness • Failure to complete work
Lunchtime Detention – Pastoral	C2	<ul style="list-style-type: none"> • Lateness • Uniform issue • Lack of equipment 	<ul style="list-style-type: none"> • Unco-operative with tutor or HOL • Poor behaviour in registration
Lunchtime Withdrawal – (MR1)	C2	<ul style="list-style-type: none"> • Failing to co-operate with staff • Not leaving the building when requested • Dropping litter 	<ul style="list-style-type: none"> • Dangerous or unsafe behaviour • Eating in corridor – not responding to staff • Anti-social behaviour
Lunchtime Detention – Department	C2	<ul style="list-style-type: none"> • 3rd PE kit issue in a term • Low level unsafe behaviour in labs / workshops etc. • Lack of equipment for lesson • Lack of homework (within school homework protocol) 	<ul style="list-style-type: none"> • Lateness • Incomplete work • Failure to attend break time detention

Consequence	C3	Behaviour Incident	
SLT call to lesson. Pupil returned to lesson following discussion with SLT.	C3	<ul style="list-style-type: none"> Disrupting learning in lesson (after non verbal and verbal warning) Not getting on with work (repeatedly off task) Refusal to do as requested / co-operate 	<ul style="list-style-type: none"> Refusal to wear loaned kit in PE
After School Detention – 3:15 – 3:55 p.m.	C3	<ul style="list-style-type: none"> Failure to attend Department LTD Persistent lateness at HOL discretion Missed homework deadline X2 per half term at Subject Lead discretion. 	<ul style="list-style-type: none"> Failure or refusal to attend pastoral lunchtime detention (HOL) Persistent PE kit problems 4+ in a term Anti-social behaviour.
After School Detention or Lunchtime Detention – Community Service 3:15 – 3:55 p.m.	C3	<ul style="list-style-type: none"> Defacing property 	<ul style="list-style-type: none"> Minor vandalism
MR1 Withdrawn from lesson – after school detention (same night) 3:15 – 3:55 p.m.	C4	<ul style="list-style-type: none"> Reintegration following SLT intervention not possible Disrupting the learning of others Refusal to co-operate 	<ul style="list-style-type: none"> Unsafe behaviour Rudeness to staff
SLT - After School Detention (Friday) 3:15 – 4:35 p.m.	C4	<ul style="list-style-type: none"> Possession of smoking materials ie cigarette papers, lighters Anti-social behaviour Defiance Rudeness to staff 	<ul style="list-style-type: none"> Physical altercations Failure to attend Department / School ASD Failure to attend Withdrawal ASD Truancy
Internal Suspension – part day	C4	<ul style="list-style-type: none"> Serious incidents requiring further investigation Emergencies 	<ul style="list-style-type: none"> Holding before suspensions in order to complete investigations/keep pupils safe.
Internal Suspension – full day.	C4	<ul style="list-style-type: none"> Failure to adhere to uniform policy Smoking or vaping in uniform to or from school. Smoking/vaping in school Possession of a vape in school. Found to be present in groups where smoking/vaping is taking place. Failure to attend ASDs (Department) on two or more occasions 	<ul style="list-style-type: none"> Poor behaviour whilst on report (HOL) Serious incidents Detentions are having no effect or there is no improvement in behaviour. Failure to attend SLT ASD 3 x Withdrawal unit sanctions in a short space of time (at discretion based on speed of escalation)

Consequence	C5-6	Behaviour Incident
Internal Exclusion – 1 to 3 days (Contact by HOL – re-integration mtg. with parent and HOL)	C5	<ul style="list-style-type: none"> • Acts of aggression towards pupils • Bullying behaviour • Inappropriate use of social media • Acts of defiance towards staff • Swearing in the presence of a member of staff. • Failing to respond to sanctions and interventions • Discrimination • Unsafe and or reckless behaviour • Sexual harassment • Repeated vaping incidents • Truancy, including higher level incident response.
Fixed Term <u>Suspension</u> – 1 to 5 days (Re-integration with HOL and SLT)	C6	<p>A breach of School Behaviour Policy / values, which is given at the discretion of the Head teacher. Each incident will be assessed on an individual basis.</p> <p>Breaches may include - this is not considered an exhaustive list; pupils, parents and staff must consider societal norms:</p> <ul style="list-style-type: none"> • Swearing directly at any member of staff • Smoking within the School buildings • Deliberately setting off the fire alarm • Discrimination of any description • Repeated / serious acts of bullying • Unsafe and or reckless behaviour • Bringing the School into disrepute, including through the use of social media • Vandalism of School property • Repeated disruption of the learning of others • Inappropriate use of social media • Repeated breaches of the School Behaviour Policy • Sexual harassment • Physical assault on another pupil • Being under the influence of drugs (including legal and illegal drugs and alcohol) • Persistent defiance
Permanent Exclusion	<p style="text-align: center;">Head teacher and Governors’ recommendations</p> <p>A major breach of School Behaviour Policy / values, which is given at the discretion of the Head teacher and Governors. Each incident will be assessed on an individual basis.</p> <p>Breaches may include - this is not considered an exhaustive list; pupils, parents and staff must consider societal norms:</p> <ul style="list-style-type: none"> • Being in possession of; dealing in / supplying drugs on or off the School premises • Being under the influence of drugs (including legal and illegal drugs and alcohol) • Bringing the School into significant disrepute, including through the use of social media • In response to serious breaches of the School’s Behaviour Policy / School values • Carrying / using an offensive weapon or item on or off the School premises • One or more Persistent physical assaults or instances of intimidating behaviour or bullying • If allowing the pupil to remain in School would seriously harm the education or welfare of the pupils or others in the School • Sexual harassment / sexual violence • Assault on a member of staff. • Malicious allegations against a member of staff that prove to be found as false 	

NB: Where actions and consequences appear at different levels it indicates a repetition of offence or an increase in severity.