

Behaviour and Discipline Policy

Berkhamsted Prep and Pre-Prep

Berkhamsted Senior Schools & Sixth

Heatherton

Berkhamsted Day Nursery Ltd.

Berkhamsted School Enterprises Ltd.

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Scope of this policy

I Aims

- I.1 Staff and Governors seek to:
 - I.1.1 create a community in which each member is respected and encouraged to reach their full potential, and behave in accordance with School Regulations and School Values.
 - I.1.2 be a community in which the values of integrity, compassion, tolerance and justice are fostered.
 - I.1.3 provide a secure framework in which pupils can grow towards independence and self-discipline, and take their place responsibly in society.
 - I.1.4 enable pupils to learn that choices have consequences.
 - I.1.5 establish an ethos where pupils set a good example to younger pupils.
 - I.1.6 manage pupils' transition into and through each section of the School.
 - I.1.7 encourage good behaviour through a mixture of high expectations, clear policy and an ethos which fosters discipline and mutual respect between pupils, and between staff and pupils.
 - I.1.8 use Restorative Approaches as a response to behaviour at odds with the School's values and rules whenever possible and appropriate, alongside any punitive responses deemed necessary
 - I.1.9 encourage all members of the School community to recognise bullying, acknowledge its unacceptability, and report it.
 - I.1.10 encourage the pupils to lead a healthy lifestyle and to have the confidence and skills to make good lifestyle choices.
 - I.1.11 encourage a positive relationship with parents and guardians to develop a shared approach to involve them in the implementation of the school's policy and associated procedures.
 - I.1.12 protect staff against pupils who have made malicious accusations.

2 Principles

- 2.1 Reference is made to the DfE 'Behaviour and discipline in schools' January 2016 guidelines, 'Use of reasonable force' July 2013 guidelines and 'Searching, screening and confiscation' January 2018 guidelines.
- 2.2 A high standard of behaviour (and good manners) is expected at each school both on and off the School premises. Any misconduct that affects the reputation of the School will be dealt with appropriately. All pupils and parents are expected to be familiar with BSG regulations and all other policies which relate to behaviour. The School liaises closely with parents and other agencies as is necessary.
- 2.3 The School aims to ensure that transitions to Berkhamsted from other Schools and within Berkhamsted between Key Stages are managed smoothly. This

may include; arranging activities in advance for a pupil to experience life at the School; working with parents to gain as good a knowledge of the pupil as possible; speaking with the pupil's previous School. It is a statutory requirement for Schools to pass on Safeguarding and Child Protection records as set out in KCSIE and this information may be crucial in allowing a pupil to make a smooth transition to the School.

- 2.4 The School will consider whether there is any cause to suspect that a child is suffering, or is likely to suffer, significant harm. Where this may be the case, the School will follow the Safeguarding and Child Protection Policy and Procedures. The School will also be mindful of its legal duties under the Equality Act 2010 and in respect of pupils whose Special Educational Needs may affect their behaviour, and make reasonable adjustments where necessary. The Schools will also consider whether continuing disruptive behaviour might be the result of unmet educational or other need. At this point, the Schools will consider whether a multi-agency assessment is necessary.
- 2.5 This policy has regard to the Government guidance "The designated teacher for looked-after and previously looked-after children: Statutory guidance on their roles and responsibilities" (DfE, February 2018): the circumstances and particular needs of Looked After Children (CLA) and Previously Looked After Children (PLA) will be considered and provided for in the application and review of this policy. For further details, please refer to the Children Looked After Policy.
- 2.6 Misbehaviour by a pupil off-site will be investigated and may also be subject to normal School sanctions if the pupil was taking part in a School related activity, travelling to or from School, wearing School uniform or if their behaviour puts another pupil or a member of the public at risk, or could adversely affect the reputation of the School.
- 2.7 Teachers have statutory authority to discipline pupils whose behaviour is unacceptable, who break the school rules or who fail to follow a reasonable instruction (Section 90 and 91 of the Education and Inspections Act 2006).
- 2.8 This also applies to all employees (unless the Principal or Headteacher says otherwise) with responsibility for pupils. Teachers can discipline pupils at any time the pupil is in school or elsewhere under the charge of a teacher, including on school visits. Teachers can also discipline pupils in certain circumstances when a pupil's misbehaviour occurs outside of school, have a power to impose detention outside school hours, and can confiscate pupils' property.
- 2.9 The Headteachers and the Governing Body support staff in managing behaviour, including the use of rewards and sanctions.
- 2.10 The Schools have in place a range of options and rewards to reinforce and praise good behaviour, and clear sanctions for those who do not comply with the Behaviour Policy. These will be proportionate (section 91 of the Education and Inspections Act 2006) and fair responses that may vary according to the age of the pupils, and any other special circumstances that affect the pupil (for example in respect of disability, special educational needs and race).
- 2.11 Under no circumstances will any form of corporal punishment be used or threatened by a school within the Berkhamsted Schools Group.
- 2.12 In this policy the terms "fixed-term exclusion" and "suspension" are equivalent.

3 Role of Staff

- 3.1 All staff support the school ethos of **encouragement** to promote positive attitudes **by using encouragement as a priority and wherever applicable**. Effective teaching and learning can only take place in a well-ordered environment. Promoting positive behaviour requires the commitment of all staff and students and consistency of practice is needed across the school to ensure that students know the standards of behaviour expected of them.
- 3.2 A system of rewards is used to recognise and promote good work and effort. Staff should recognise good work and behaviour by word of encouragement or written comment.
- 3.3 Poor behaviour and breaches of discipline are always dealt with, as appropriate, and can be related to the policies for Prevention of Bullying, Equal Opportunities or Special Educational Needs. (see related Policies). Maintaining discipline is the responsibility of all members of staff but each school has a member of staff who has oversight of the implementation of effective behaviour management procedures. School staff, pupils and parents should be clear of the high standards of behaviour expected of all pupils at all times. The Behaviour Policy is supported by senior staff and Headteachers but is the responsibility of all members of staff.
- 3.4 Teachers can discipline pupils whose conduct falls below the standard which could reasonably be expected of them, and have the power to issue detentions to pupils.
- 3.5 Disciplinary action will be taken against pupils who are found to have made malicious accusations against school staff.
- 3.6 The 'general power to discipline' enables a member of staff to confiscate, retain or dispose of a pupil's property as a punishment, so long as it is reasonable in the circumstances. They are protected from liability for damage to, or loss of, any confiscated items provided they have acted lawfully.
- 3.7 The Schools are able to search lockers for any item provided the pupil agrees. See points 4.1 and 4.2 for banned items. Any member of staff may search pupils with their consent for any item banned by the School rules.

4 Searching

- 4.1 School staff can search a pupil for any item if the pupil agrees. The ability to give consent may be influenced by the child's age or other factors. There is no requirement to have written formal consent from the pupil for this sort of search. If a member of staff suspects a pupil has a banned item in his/her possession, they can instruct the pupil to turn out his or her pockets or bag and if the pupil refuses, the teacher can apply an appropriate sanction. Headteachers and staff authorised by them have a statutory power to search pupils or their possessions, without consent, if they have reasonable grounds for suspecting that a pupil may have in his or her possession a prohibited item which include:
 - 4.1.1 knives or weapons,
 - 4.1.2 alcohol,

- 4.1.3 illegal drugs,
 - 4.1.4 stolen items,
 - 4.1.5 tobacco and cigarette papers
 - 4.1.6 fireworks,
 - 4.1.7 pornographic images or
 - 4.1.8 any item that the member of staff reasonably suspects has been, or is likely to be used to commit an offence or to cause personal injury or damage to property.
 - 4.1.9 Any item banned by the school rules
- 4.2 A pupil's possessions (any goods over which the pupil has or appears to have control- this includes desks, lockers and bags) can only be searched in the presence of the pupil and another member of staff, except where there is a risk that serious harm will be caused to a person if the search is not conducted immediately and where it is not reasonably practicable to summon another member of staff. Only the Headteacher and staff authorised by the Headteacher may carry out a search without consent.
- 4.3 The person conducting the search may not require the pupil to remove any clothing other than outer clothing (clothing that is not worn next to the skin or immediately over a garment that is being worn as underwear but outer clothing includes hats, shoes, boots, gloves and scarves).
- 4.4 The power to search without consent enables a personal search, involving the removal of outer clothing and searching of pockets; but not an intimate search going further than that, which only a person with more extensive powers (eg a police officer) can do.
- 4.5 The School is able to search lockers for any item provided the pupil agrees. If a pupil does not consent to a search then it is possible to conduct a search without consent but only for the prohibited items listed above.
- 4.6 The Violent Crime Reduction Act 2007 and the Education Act 2011 provides the legal basis for these searches.
- 4.7 The School may search any mobile phone, mobile device, personal storage area on school servers, or personal website search history on school devices etc. when the School has reasonable grounds to suspect that the pupil has contravened the School IT Acceptable Use (Pupils) policy (see the Child Protection and Safeguarding Policy, IT Acceptable Use (Pupils) Policy and Online Safety Policy).
- 4.8 Searches without consent can only be carried out on school premises or where the member of staff has lawful control or charge of the pupil.
- 4.9 A personal search of a pupil in Y3-13 should be conducted by a member of staff who is the same gender as the person being searched. There must also be a witness present (also a staff member) who should, where possible also be of the same gender. There is a limited exception to this rule. A member of staff can carry out a search of a pupil of the opposite gender and without a witness present, but only where a member of staff reasonably believes that there is a risk that serious harm will be caused to a person if the search is not carried out immediately and where it is not reasonably practicable to summon another member of staff. In the exceptional circumstances when it is necessary to conduct a search of a pupil of the opposite sex or in the absence of a witness, the

member of staff conducting the search should bear in mind that a pupil's expectation of privacy increases as they get older. (see Child Protection and Safeguarding Policy)

- 4.10 The powers allow school staff to search regardless of whether the pupil is found after the search to have that item. This includes circumstances where staff suspect a pupil of having items such as illegal drugs or stolen property which are later found not to be illegal or stolen.
- 4.11 School staff can view CCTV footage in order to make a decision as to whether to conduct a search for an item.
- 4.12 Members of staff should not put themselves at risk.
- 4.13 Members of staff have a legal power to use reasonable force to prevent pupils committing an offence, injuring themselves or others, or damaging property, and to maintain good order and discipline in the classroom. The power extends to school trips. The power is to use such force as is reasonable in the circumstances, which means using no more force than is needed and for no longer than is necessary. The decision on whether or not to physically intervene is down to the professional judgement of the staff member concerned and should always depend on the individual circumstances. It is always unlawful to use force as a punishment.
- 4.14 Headteachers and authorised school staff (DSPs, with the assistance of the IT staff where appropriate, in the case of Child Protection and Safeguarding issues) may also use force as is reasonable given the circumstances when conducting a search for knives or weapons, alcohol, illegal drugs, stolen items, tobacco, fireworks, pornographic images (DSPs) or articles that have been or could be used to commit an offence or cause harm.
- 4.15 All such incidents should be recorded and passed to the Headteacher immediately although there is no legal requirement to make or keep a record of a search. The School is not required to inform parents before a search takes place or to seek their consent to search their child. Schools should inform the individual pupil's parents or guardians where alcohol, illegal substances or potentially harmful substances are found, though there is no legal requirement to do so.
- 4.16 Schools' general power to discipline, as set out in Section 91 of the Education and Inspections Act 2006, enables a member of staff to confiscate, retain or dispose of a pupil's property as a disciplinary penalty, where reasonable to do so. The member of staff can use their discretion to confiscate, retain and/or destroy any item found as a result of a 'with consent' search so long as it is reasonable in the circumstances. Where any article is reasonably suspected to be an offensive weapon, it must be passed to the police.
- 4.17 A person carrying out a 'without consent' search can seize anything they have reasonable grounds for suspecting is a prohibited item or is evidence in relation to an offence. Where a person conducting a search finds alcohol, they may retain or dispose of it. Where they find controlled drugs, these must be delivered to the police as soon as possible but may be disposed of if the person thinks there is good reason to do so. Where they find other substances which are not believed to be controlled drugs, these can be confiscated where a member of staff believes them to be harmful or detrimental to good order and discipline. Where they find stolen items, these must be delivered to the police as soon as reasonably practicable but may be returned to the owner if the person thinks that there is good reason to do so. Where a member of staff finds tobacco, cigarette papers, vaping equipment or e-cigarettes they may retain or dispose

of them. Fireworks found as a result of a search may be retained or disposed of but should not be returned to the pupil. If a member of staff (DSPs) finds a pornographic image, they may dispose of the image unless they have reasonable grounds to suspect that its possession constitutes a specified offence (i.e. it is extreme or child pornography) in which case it must be delivered to the police as soon as reasonably practicable. Where an article that has been (or is likely to be) used to commit an offence or to cause personal injury or damage to property is found it may be delivered to the police or returned to the owner. It may also be retained or disposed of. Any weapons or items which are evidence of an offence must be passed to the police as soon as possible. (see Drugs Alcohol and Smoking Policy)

- 4.18 It is up to authorised staff to decide whether there is a good reason not to deliver stolen items or controlled drugs to the police. The member of staff should take into account all relevant circumstances and use their professional judgement to determine whether they can safely dispose of a seized article. Where staff are unsure as to the legal status of a substance and have reason to believe it may be a controlled drug, they should treat it as such. (see Drugs Alcohol and Smoking Policy)
- 4.19 Where the person conducting the search finds a digital device that is prohibited by the school rules or that they reasonably suspect has been, or is likely to be, used to commit an offence or cause personal injury or damage to property, they may examine any data or files on the device where there is a good reason to do so, unless they are going to give the device to the police. There is no need to have parental consent to search through a young person's mobile phone if it has been seized in a lawful 'without consent' search and is prohibited by the school rules or is reasonably suspected of being, or being likely to be, used to commit an offence or cause personal injury or damage to property. In determining a 'good reason' to examine or erase the data or files the staff member should reasonably suspect that the data or file on the device in question has been, or could be, used to cause harm, to disrupt teaching or break the school rules. If an electronic device has been seized and the member of staff has reasonable grounds to suspect that it contains evidence in relation to an offence, they must give the device to the police as soon as it is reasonably practicable. Material on the device that is suspected to be evidence relevant to an offence, or that is a pornographic image of a child or an extreme pornographic image, should not be deleted prior to giving the device to the police. If a staff member does not find any material that they suspect is evidence in relation to an offence, and decides not to give the device to the police, they can decide whether it is appropriate to delete any files or data from the device or to retain the device as evidence of a breach of school discipline. All staff should be aware that behaviours linked to sexting put a child in danger. (see IT Acceptable Use (Pupils) and Online Safety Policies)
- 4.20 The schools may also identify additional items which may be searched for without consent. Force cannot be used to search for these items.
- 4.21 Under article 8 of the European Convention on Human Rights, pupils have a right to respect for their private life. Pupils have the right to expect a reasonable level of personal privacy. The powers to search in the Education Act 1996 and 'Searching, screening and confiscation' January 2018 guidelines are compatible with Article 8.

5 Rewards

- 5.1 Rewards have a motivational role in helping pupils to realise that good effort is valued, and are clearly defined in school procedures.
- 5.2 It is right to try to motivate pupils through appropriate encouragement and reward.
- 5.3 The Schools aim to encourage all pupils to achieve their best. Rewards are given not only for the 'academic' who achieves high marks in every test and homework but also for improvement, sustained or extra effort, good participation or examples of good behaviour including being supportive or helpful to others.

6 Sanctions

- 6.1 Discipline is the responsibility of all staff and pupils are expected to exercise self-discipline as well as take responsibility for alerting staff to breaches of behavioural expectations, whether in the classroom or generally around the school. Incidents must never be ignored and should be dealt with immediately, where possible. (see Expulsion and Required Removal Policy)
- 6.2 When poor behaviour is identified, sanctions and/or restorative approaches should be implemented consistently and fairly in line with the behaviour policy.
- 6.3 The decision to punish a pupil must be made by a paid member of school staff or a member of staff authorised by the Headteacher.
- 6.4 The punishment must be served on the school premises or while the pupil is under the charge of the member of staff.
- 6.5 The punishment must not breach any other legislation (for example in respect of disability, special educational needs, race and other equalities and human rights) and it must be reasonable in all circumstances.
- 6.6 A punishment must be proportionate. In determining whether a punishment is reasonable, section 91 of the Education and Inspections Act 2006 says that the penalty must be reasonable in all circumstances and that account must be taken of the pupil's age, any special educational needs or disability they may have, and any religious requirements affecting them. (see Special Educational Needs Policy)
- 6.7 Parental consent is not required for sanctions.
- 6.8 As with any disciplinary penalty, a member of staff must act reasonably given all the circumstances, when imposing a detention.
- 6.9 With lunchtime detentions, staff should allow reasonable time for the pupil to eat, drink and use the toilet.
- 6.10 The School can allow disruptive pupils to be placed in an area away from other pupils for a limited period as long as the School acts reasonably in all such circumstances.
- 6.11 The times outside normal school hours when detention can be given include: any school day where the pupil does not have permission to be absent; weekends; non-teaching (INSET) days.
- 6.12 Records of sanctions, including those for serious misbehaviour, are kept by the School.

6.13 School staff should not issue a detention where they know that doing so would compromise a child's safety. When ensuring that a detention outside school hours is reasonable, staff issuing the detention should consider: whether the detention is likely to put the pupil at risk; whether the pupil has known caring responsibilities which mean that the detention is unreasonable; whether the parents ought to be informed of the detention. In many cases it will be necessary to do so, but this will depend on the circumstances. For instance, notice may not be necessary for a short after-school detention where the pupil can get home safely; whether suitable travel arrangements can be made by the parents for the pupil. Where reasonable, inconvenience for the parents need not be taken into account when issuing a detention.

Appendix I

I Berkhamsted Pre-Prep Procedures, including EYFS

- 1.1 Pastoral Development and Discipline: Aims and expectations
 - 1.1.1 The behaviour policy is a means of promoting good and positive relationships. It is a primary aim of our school that every member of the school community feels valued and respected, and that each person is treated fairly. Our school values underpin our approach to promoting a caring community, built on mutual trust and respect for all. This behaviour procedure is therefore designed to support the way in which all members of the school can live and work together in a supportive way.
 - 1.1.2 We aim to promote an environment where everyone feels happy, safe and secure. As such, we promote good behaviour with an emphasis on children learning to self-regulate their behaviour from the youngest years, with clear and transparent sanctions that are age appropriate and adopted to any form of misbehaviour.
 - 1.1.3 There is one overarching expectation; everyone should be kind and respectful, with every member of the community expected to behave in a considerate manner towards others. In addition, the school expectations are used as a means of positive reinforcement. Every child in the school knows the standard of behaviour expected and this is reinforced through continuous modelling of positive behaviour and relationships. Expectations of behaviour are interwoven in to school life and in particular in PSED, PSHE and in assemblies.
 - 1.1.4 The school recognises and promotes good behaviour, as it believes that this highlights and places great importance on developing an ethos of kindness and positive relationships. Positive behaviour is therefore promoted intentionally at all times. Behaviour that does not meet the school expectations are challenged at all times with a coaching style used that promotes a restorative approach.
 - 1.1.5 Each child is treated fairly and this behaviour policy is applied in a consistent way.
 - 1.1.6 Our approach aims to help children to grow and develop in a safe and secure environment. By developing the skills to be able to self-regulate, we aim that our children are positive, responsible and increasingly independent members of the school community.
- 1.2 Rewards and sanctions
 - 1.2.1 Good behaviour is recognised and reinforced in a variety of ways and which is age appropriate, with the following an example of but not exclusive to approaches used:
 - 1.2.1.1 Verbal praise, written remarks about good learning, stickers, sending children to see the Head of Year or The Headteacher for praise and recognition.

- 1.2.1.2 House points; distributed to children either for consistent good learning or behaviour, or to acknowledge outstanding effort or acts of kindness in school;
 - 1.2.1.3 Act of Kindness awards, nominated by the children and received each week for actions that have shown particular care towards others or in line with our 'Serve Others' school value.
 - 1.2.1.4 A weekly celebration assembly recognises children who have displayed the characteristics of good learning and who have achieved success outside school. Children are encouraged to bring in various awards and certificates for our celebration assembly.
- 1.2.2 The school employs age appropriate sanctions to enforce the school expectations, and to ensure a safe and positive learning environment. Any sanction used seeks to promote positive reinforcement of the correct behaviours for individual situations. **Under no circumstances will any form of corporal punishment be used at Berkhamsted Day Nursery or Pre-Prep.**
- 1.2.2.1 Pupils and staff follow the guidelines set out in the 'Traffic Light' behavioural scheme. If the pupils exhibit inappropriate behaviour they are moved to amber and after a second warning they are moved to red. The children are positively encouraged to return to green by behaving appropriately and by following the school's expectations, and then to gold for exceptional learning or behaviour. The EYFS use a similar approach that is adapted to their age and understanding.
 - 1.2.2.2 If a child is disruptive in class, the teacher will offer clear direction as to expectations. Repeated disruption may result in the child being removed from the class to allow for self-regulation.
 - 1.2.2.3 The safety of the children is paramount in all situations. If a child's behaviour endangers the safety of others, appropriate steps will be taken to ensure the safety of the child and others, such as removal from a particular activity or area.
 - 1.2.2.4 Parents will be informed of consistently disruptive or inappropriate behaviour that impacts on their child and/or on others. The school may implement a behavioural plan in partnership with parents, with a view to improving the behaviour of the child.
 - 1.2.2.5 The Class teacher keeps a log of all significant behaviour incidents and reports to the Headteacher for all serious incidents. Where there are concerns regarding a child's behaviour an individual log is kept so that patterns and triggers can be identified. Parents are informed if a child is being monitored for behavioural reasons. The Headteacher and staff will endeavour to work positively with the child, including

monitoring of incidents to identify causes and with an aim to supporting the child.

1.2.2.6 If there is a serious incident the Headteacher will be notified immediately.

1.2.3 Implementation: The class teacher discusses the school expectations with each class. In addition to the school rules, each class also has its own classroom code, which is agreed by the children and displayed on the wall of the classroom. In this way, every child in the school knows the standard of behaviour expected in our school. If there are incidents of inappropriate behaviour, the class teacher may discuss these with the whole class using forums such as 'circle time'.

1.2.4 Bullying: The school does not tolerate bullying of any kind. At this age the prevalence of cyber bullying is likely to be very low, if at all. In order that our children are prepared for the future, they are taught about safe IT use including issues related to abuse and bullying online, and where it is age appropriate to do so. If we discover that an act of bullying or intimidation has taken place, we act immediately to stop any further occurrences of such behaviour. We use a restorative approach to bullying behaviour as soon as the children have the emotional maturity to engage with the process. While it can be difficult to eradicate bullying, we do everything in our power to ensure that all children attend school free from fear. **For further information, please refer to the Prevention of Bullying Policy**

1.3 The role of the class teacher

1.3.1 It is the responsibility of the class teacher to ensure that the school expectations are met in their class, and including behaviour during lesson time and at all times in/around the school for all children.

1.3.2 Is to have high expectations of the children in terms of behaviour.

1.3.3 Is to treat each child fairly and enforce the school expectations consistently, treating all children in their class and across the school with respect and understanding.

1.3.4 Is to keep a record of all behaviour incidents. In the first instance, the class teacher deals with incidents, including the use of a restorative approach. However, if misbehaviour continues, the class teacher may seek support and advice from the SENCo, Head of Year or Headteacher.

1.3.5 Is to report to parents about the progress of each child in their class, in relation to all pastoral development. The class teacher may also contact a parent if there are concerns about the behaviour or welfare of a child.

1.4 The role of the Headteacher

1.4.1 It is the responsibility of the Headteacher, under the Education and Inspections Act 2006, to implement the school behaviour policy consistently throughout the school, and to report to Governors, when requested, on the

effectiveness of the policy. It is also the responsibility of the Headteacher to ensure the health, safety and welfare of all children in the school, in line with Keeping Children Safe in Education (updated at least annually).

- 1.4.2 The Headteacher has the responsibility for giving fixed-term exclusions to individual children for serious acts of misbehaviour. For repeated or very serious acts of anti-social behaviour, the Principal may expel a child, immediately notifying the parents (see Expulsion and Required Removal Policy).

1.5 The role of Parents

- 1.5.1 The school promotes positive working partnerships with parents so that we can work collaboratively to ensure our children receive consistent messages about how to behave at home and at school.
- 1.5.2 The school values and expectations are set out in the Parent Handbook, and we expect parents to read these and support them.
- 1.5.3 We expect parents to support their child's learning academically and pastorally. We aim to build a supportive dialogue between the home and the school, and we inform parents immediately if we have concerns about their child's welfare or behaviour.
- 1.5.4 If the school has to use reasonable sanctions or interventions to prevent poor behaviour, parents should support the actions of the school. If concerns are raised by the parent(s) regarding the treatment of their child, they should first contact the class teacher for clarification. If the concern remains, the parent(s) should refer the matter to the Headteacher.
- 1.5.5 If the matter is still unresolved following discussion of their concern with the Headteacher, the parent(s) should refer to the School's Complaints Policy.

2 Monitoring

- 2.1 The Headteacher monitors the effectiveness of this policy on a regular basis. S/he also reports to the Governing Body on the effectiveness of the policy and, if necessary, makes recommendations for further improvements.
- 2.2 The school keeps records of incidents of misbehaviour. The class teacher records minor classroom incidents. Behaviour incidents at break times are recorded using the school incident form and filed in the child's class folder. The Headteacher records those incidents where a child is sent to him/her on account of bad behaviour.
- 2.3 The Headteacher keeps a record of any pupil who is given a fixed-term exclusion. The Principal keeps a record of expulsions.
- 2.4 It is the responsibility of the Governing Body to monitor the rate of fixed-term exclusions and expulsions, and to ensure that the school policy is administered fairly and consistently.

Appendix 2

I Berkhamsted Prep Procedure

1.1 House Points and Rewards

1.1.1 In Years Three and Four a 'Pupil of the Week' award is given in each class to a pupil who has shown particular progress, completed an excellent piece of work, shown commendable support to other pupils etc.

1.1.2 Each week, Form Teachers select a member of the form to receive Values Award for any activity which espouses the school's values.

1.2 **HOUSE POINTS** should be given for:

- Positive example
- Good work
- Good effort
- Good manners/behaviour
- Acts of kindness and citizenship

1.3 No pupil should be awarded more than three House Points for any activity.

1.4 Form teachers should enter House Points on to the iSAMS system weekly. These marks will be collated by the Head of Pastoral Care and sent to the Headteacher for announcing during Assembly. It is vital that all staff follow these procedures. Children will collect their House Points in their Prep Planner.

1.5 Once a child has reached 75 House Points they will obtain the Bronze Award, 125 the Silver Award and 225 the Gold Award. Should any child reach 325 House Points they will be rewarded with the Headteacher Award. The overall House winners will be announced at Prize Day at the end of the summer term.

2 Pastoral Care and Discipline

- 2.1 All members of staff employed by the School have a responsibility towards the pastoral wellbeing of the children. Heads of Year and Form teachers have a significant role to play in ensuring children behave appropriately and support the ethos of the School. All members of staff should be aware that the Heads of Year and the Head of Pastoral Care have specific pastoral responsibilities for the children. They should be seen as the senior teachers in charge of discipline before referral to the Headteacher.
- 2.2 The children's parents have the ultimate pastoral responsibility and it is important that a good partnership is established between home and the School. It is vital that those with pastoral responsibility seek to work together to ensure the highest level of pastoral care.
- 2.3 A statement entitled '**Supporting our Community**' is published in the Parents' Handbook to assist all families in understanding the need for appropriate behaviour. The School disciplinary code should reflect the balance between praise and encouragement on one hand, with sanctions and withdrawal of privileges on the other. Sanctions are developed to support the self-discipline of each pupil and to protect those working in the School community. Sanctions may include loss of privileges, loss of golden time and tasks

- performed for the good of the School environment. They should not include corporal punishment or physical punishments of any kind.
- 2.4 The school takes into account the cultural and religious diversities of our pupils, including those with special educational needs. (see Special Educational Needs Policy)
 - 2.5 Children who persistently offend against the ordered running of the School should be dealt with in more formal ways. This may include the reporting of individuals to the Head of Pastoral Care.
 - 2.6 If a child behaves inappropriately the member of staff helps the child to understand why his/her actions have given cause for concern. If another pupil has been hurt the child is asked to apologise. If the child is unkind again he/she will be withdrawn from the activity.
 - 2.7 In cases of persistent or serious misbehaviour, the Headteacher, the Deputy Head or the Head of Pastoral Care must always be informed so that they may contact the individual child's family to ensure they are aware of the difficulties being encountered.
 - 2.8 It is critical that staff, in their dealings with individual children, always attempt to protect the School community from unacceptable behaviour and to attempt to support children who offend in any way to understand how their actions threaten the good order and running of the School. Form teachers should keep **Pastoral Concern forms** on each child in their form. On these forms the teachers should record all pastoral concerns, behaviour and any other social and emotional issues that may affect learning. These forms should be reviewed each half term by the Head of Pastoral Care with further action taken if needed.
 - 2.9 **Pastoral Care Interviews** can be held to support children for a number of reasons. Social and emotional issues both at home or in school or continuation of poor behaviour. These interviews will be conducted by the Head of Pastoral Care and are to be used to help children find support for any issue they may have.

3 Disciplinary Code Prep School

- 3.1 All children should be encouraged to follow the Prep School's **Code of Conduct**. This should be displayed in every teaching room.
 - 3.1.1 Always try your very best.
 - 3.1.2 Be kind, helpful and respectful.
 - 3.1.3 Be honest and do not cover up the truth.
 - 3.1.4 Listen to people and do not interrupt or distract them while they are working.
 - 3.1.5 Care for our equipment and environment.
 - 3.1.6 Do not hurt others with words or actions.
- 3.2 Children who commit minor indiscretions should be dealt with in the manner previously outlined in this policy and should be recorded on the Pastoral Concern form.
- 3.3 Children whose behaviour is deemed threatening or anti-social should be reported immediately to the Headteacher.
- 3.4 Where there are specific concerns relating to bullying or colleagues feel that there is some evidence of serious misdemeanour, children should be reported to the Heads of

Year or Head of Pastoral Care who would then inform the Headteacher of any difficulties. (see Prevention of Bullying Policy)

4 Sanctions

- 4.1 Children receive praise frequently, good behaviour is acknowledged and rewarded in a positive way to encourage children to maintain it. However, if a child's behaviour causes concern the following may be given
 - 4.1.1 Loss of breaktime in Years 5 and 6 with form teacher
 - 4.1.2 Loss of Golden Time in Years 3 and 4
 - 4.1.3 Loss of privileges
 - 4.1.4 Behaviour report
 - 4.1.5 Contact with parents made by the Head of Pastoral Care followed by a meeting
 - 4.1.6 Further contact made with Parents followed by a meeting with the Headteacher
- 4.2 All children who are withdrawn from break and lunchtime play must be supervised by the member of staff giving the punishment, unless the children are told to attend detention.
- 4.3 Children should never be asked to stand outside a classroom and be left unsupervised.
- 4.4 Children sent to the Headteacher or their representative should always be escorted by the member of staff dealing with the incident.
- 4.5 The advice contained in this code is to support all colleagues as they perform their duties. All members of staff should be fully aware of the School's Safeguarding Policy and should always consult the Headteacher if they are unsure as to what action they should take.
- 4.6 The role of the Headteacher
 - 4.6.1 It is the responsibility of the Headteacher, under the Education and Inspections Act 2006, to implement the school behaviour policy consistently throughout the school, and to report to Governors, when requested, on the effectiveness of the policy. It is also the responsibility of the Headteacher to ensure the health, safety and welfare of all children in the school, in line with Keeping Children Safe in Education (updated at least annually).
 - 4.6.2 The Headteacher supports the staff by implementing the policy, by setting the standards of behaviour, and by supporting staff in the implementation of the policy.
 - 4.6.3 The Headteacher keeps records of all reported serious incidents of misbehaviour.
 - 4.6.4 The Headteacher has the responsibility for giving fixed-term exclusions to individual children for serious acts of misbehaviour. For repeated or very serious acts of anti-social behaviour, the Principal may expel a child, immediately notifying the parents (see Expulsion and Required Removal

Policy).

5 Golden Time

5.1 Golden Time is a weekly slot for Years 3 & 4 of at least twenty minutes each week where children are able to embark on an activity of their choice. If a child obeys the areas of the code of conduct all week, they automatically have the right to take part in their chosen activity.

5.2 There are several benefits to Golden Time:

- It upholds the code of conduct and acts as an incentive for children to observe it.
- It provides a safe framework as it demonstrates to children that there are immediate consequences for unacceptable behaviours.
- It ensures that children who are normally well behaved are continually acknowledged and rewarded.

Appendix 3

1 Heatherton Procedures

- 1.1 At Heatherton the ethos of encouragement is central to the promotion of desirable behaviour. We look to reward pupils for success and to help them feel that they can make a positive contribution to the community. Children should be valued as individuals and their talents, interests and developing personalities recognised, acknowledged and appreciated. Wherever possible, the positive aspects of any child should be emphasised, and any criticism should be constructive, and designed to enhance the child's feeling of self-worth.
- 1.2 Rewards are an integral means of achieving this. They have a motivational role in helping pupils to realise that desirable behaviour, self-awareness and responsibility to self and others is valued, and are clearly defined in the procedures. Integral to the system of rewards is an emphasis on praise both informal and formal to individuals and groups.

2 House Points

- 2.1 Teachers and Assistants may award House Points to pupils for being helpful, thoughtful, showing initiative, bringing items of interest to school, good behaviour, etc. House point rewards (stickers) are recorded on a chart and certificates given for 20/40/60 House Points gained. These will be given for the 5 'golden rules' below. There will be information in the hall regarding each Houses' points throughout the term (good for incentive) and these go towards the end of term cup. Results are recorded on a 0365 document.
- 2.2 At the end of each term the House which has gained the greatest number of points is awarded the House Cup.

3 Awards

- 3.1 Special Cups and certificates are awarded in all curriculum subjects at the end of each term.

4 Headteacher's Awards

- 4.1 Where an individual or group of children produce work of an exceptionally high standard they may be rewarded with the Headteacher's Award.

5 Golden Rules and Golden Time

- 5.1 All children should be encouraged to follow the Heatherton Golden Rules. These should be displayed in every teaching room:
 - 5.1.1 Always try your very best.
 - 5.1.2 Be kind, helpful and respectful.
 - 5.1.3 Be honest and do not cover up the truth.
 - 5.1.4 Listen to people and do not interrupt or distract them while they are working.

- 5.1.5 Care for our equipment and environment.
- 5.2 Golden Time is a weekly slot for Years 1 and 2 where children are able to embark on an activity of their choice. If a child keeps the Golden Rules all week, they automatically have the right to take part in their chosen activity.
- 5.3 There are several benefits to Golden Time:
 - 5.3.1 It upholds the School Rules and acts as an incentive for children to keep them.
 - 5.3.2 It provides a safe framework as it demonstrates to children that there are immediate consequences for unacceptable behaviours.
 - 5.3.3 It ensures that children who are normally ‘good’ are continually acknowledged and rewarded.

6 Sanctions

- 6.1 Children receive praise frequently, good behaviour is acknowledged and rewards in a positive way to encourage children to maintain it. However, if a child’s behaviour causes concern the following may be followed :

For low level disruption:

- o Verbal warning given for poor behaviour
- o Name on board (2nd warning)
- o Name ticked (3rd warning)
- o On 3rd warning – behaviour is marked in planner. This must be given to teacher taking the next lesson and then handed to the form teacher at the end of the day and recorded.
- o The below are the consequences for the occurrence of a 3rd warning:

	Nursery	Pre-Prep	Prep
1 st entry	Time out	5/10 mins lost playtime with class teacher	Whole playtime standing by teacher
2 nd entry	Speak with Nursery teacher	Withdrawal from Golden Time	Sent to SD for punishment who will email parents. Recorded on tracking
3 rd entry	Send to AHo who will also email parents	Sent to AHo who will also email parents Recorded on tracking	Sent to TM for punishment who will email parents Recorded on tracking

- 6.2 If the member of staff deems behaviour more ‘serious’ then they will discuss this with their line-manager, member of SMT or Headteacher. They will consider the appropriate course of action and this will be recorded in the Pupil Tracking area.

7 Sanctions in EYFS

- 7.1 There is a named person for behaviour management in the EYFS who is responsible for setting down and maintaining the rewards and discipline sanctions system.
- 7.2 Where an escalation of poor behaviour arises then it may require the involvement of the Head of EYFS and then communication with parents/carers. Exclusion from the EYFS would only take place if all other avenues have been explored and exhausted (e.g. one to one intervention) and after direct reference to the Headteacher. (See Heatherton EYFS Curriculum Procedures for further details).

8 Pastoral Care and Discipline

- 8.1 Focus children are chosen every half term and form teachers are expected to maintain a record of their progress and keep other staff informed through the pastoral tracking grid. **The Form Teachers** are at the forefront of promoting a positive community spirit. They have direct every-day contact with each pupil and are generally the first in line for offering support, a listening ear, and a word of caution or congratulations. There is daily form time set aside in the mornings during registration and PSHE lessons to help the Form Teacher to get to know each individual. The Form Teacher will also provide the first point of contact with parents, working in partnership with them to help their child progress academically and socially, forewarning parents of potential issues.
- 8.2 **All staff, including teachers, support staff and volunteers**, will be responsible for ensuring that the policy and procedures are followed, and consistently and fairly applied. Mutual support amongst all staff in the implementation of the policy is essential. Staff have a key role in advising the Headteacher on the effectiveness of the policy and procedures. They also have responsibility, with the support of the Headteacher, for creating a high quality learning environment, teaching positive behaviour for learning and implementing the agreed policy and procedures consistently.
- 8.3 Parents and carers will be expected, encouraged and supported to take responsibility for the behaviour of the child both inside and outside the school. The school will encourage parents to work in partnership with the school to assist it in maintaining high standards of desired behaviour and will be actively encouraged to raise with the school any issues arising from the operation of the policy.
- 8.4 **Pupils** are expected to take responsibility for their own behaviour and will be made fully aware of the Golden Rules and actively encouraged to promote them. Pupils will also be encouraged to take responsibility for their social and learning environment making it both safe and enjoyable by reporting all undesirable behaviour.
- 8.5 **School Council** - A member of staff leads the pupils' School Council. It meets regularly and asks for ideas from the pupil body, to ensure that we maintain a caring and responsible school community.
- 8.6 **Year 6** – senior girls are given additional responsibilities on a rota basis, which may include: Playground Buddies, Librarians and Buddy Readers. Training is given in PSHE lessons and Form times.

8.7 The role of the Headteacher

- 8.7.1 It is the responsibility of the Headteacher, under the Education and Inspections Act 2006, to implement the school behaviour policy consistently throughout the school, and to report to Governors, when requested, on the effectiveness of the policy. It is also the responsibility of the Headteacher to ensure the health, safety and welfare of all children in the school, in line with Keeping Children Safe in Education (updated at least annually).
- 8.7.2 The Headteacher supports the staff by implementing the policy, by setting the standards of behaviour, and by supporting staff in the implementation of the policy.
- 8.7.3 The Headteacher keeps records of all reported serious incidents of misbehaviour.
- 8.7.4 The Headteacher has the responsibility for giving fixed-term exclusions to individual children for serious acts of misbehaviour. For repeated or very serious acts of anti-social behaviour, the Principal may expel a child, immediately notifying the parents (see Expulsion and Required Removal Policy).

Appendix 4

1 Berkhamsted Senior Boys and Girls Procedures

- 1.1 A high standard of behaviour is expected at each school. At the senior schools, this is reflected in the Classroom Code of Conduct.

2 Rewards

- 2.1 In years 7 to 11, where there has been regular good work or a particularly good piece that has required significant effort or initiative, a **Merit** should be awarded on iSAMS. At the end of each term, a Cup is awarded to the House that has the most Merits per pupil over the term.
- 2.2 In the Senior School and Sixth Form, **Academic Subject Commendations** are awarded for a piece of work or pieces of work that are of a standard beyond that which is expected for that pupil. The recommendations for these Commendations are made by subject teachers to their respective Head of Department who then forwards them to the respective Headteacher, who ratifies the request. These Commendations can be awarded to pupils in Year 7 through to Year 13.
- 2.3 **Approach to Learning Commendations** are also awarded in the Senior School and Sixth Form by the respective Headteacher following grade reporting cycles. These Commendations are specifically to reward approach to learning across the whole subject range. These Commendations can be awarded to pupils in Year 7 through to Year 13.
- 2.4 Some pupils will be nominated to receive **prizes at the School's annual Prize Day** in July. These prizes are given to recognise an individual's contribution to school life and/or academic distinction.
- 2.5 **School Full Colours and Half Colours** are awarded to pupils as a reward for reaching a particularly high standard in Sport and/or for their levels of commitment in that Sport. **Performing Arts Colours** are awarded for exceptional commitment to music and/or drama.
- 2.6 **Scholarships and Awards** are awarded for Academia, Music, Drama, Art and Sport as a recognition for talent in these areas of school life.
- 2.7 The work of pupils is showcased and achievements of individuals or groups are regularly celebrated in **School Assemblies** and on the **School Website**.
- 2.8 **House Captain and School Prefect** positions offer an opportunity for pupils to be rewarded with extra levels of responsibility within the School as do the **Student Voice** roles of **School Council and Charity Reps**.

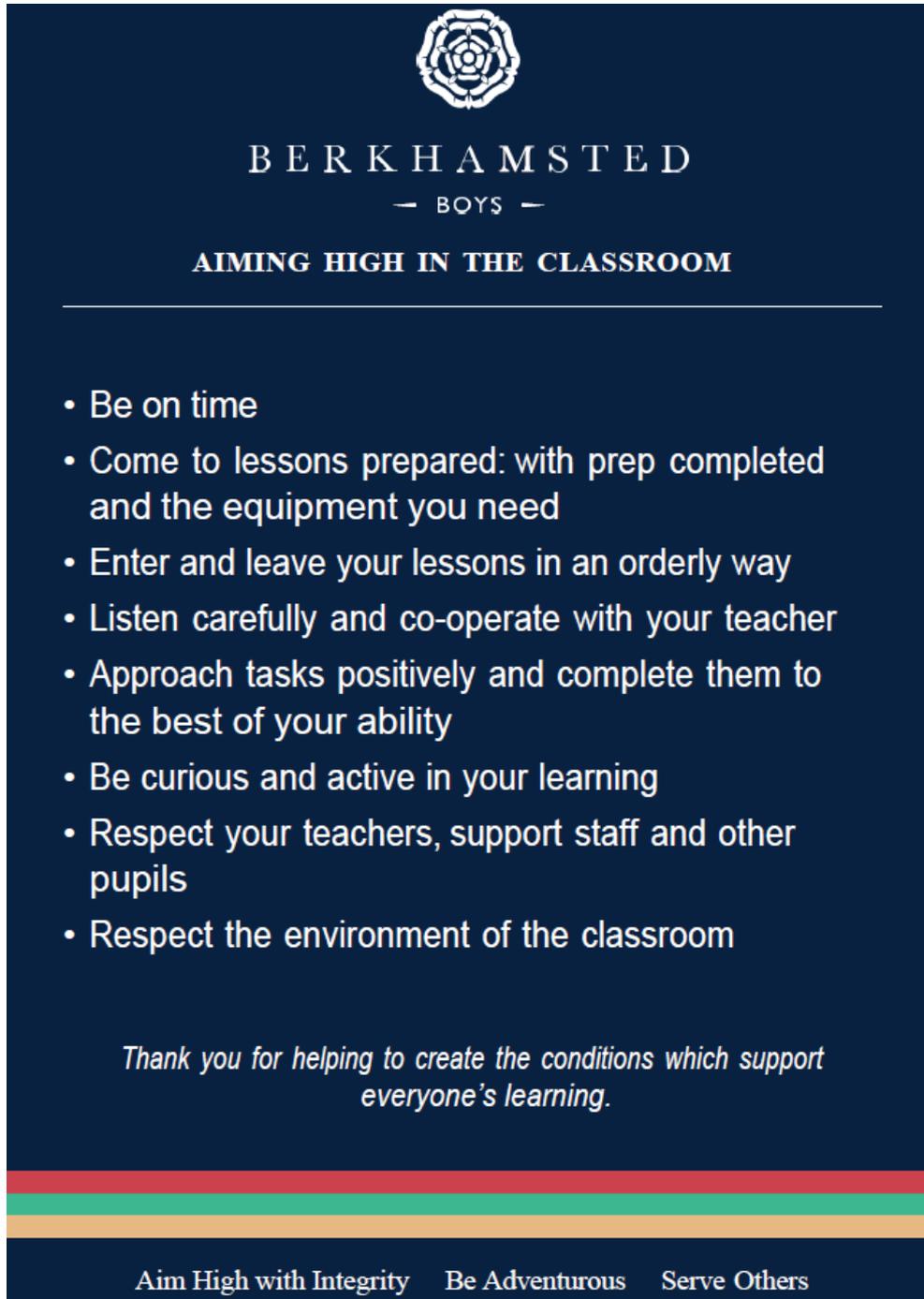
3 Sanctions

- 3.1 If the incident is not severe, then one or more of the following procedures may be followed.
- 3.2 Where a pupil breaks the School's standard of behaviour, a **warning** will be issued, and the opportunity to correct their behaviour should be given. For most pupils, a warning is sufficient and the problem is rectified.

- 3.3 This may be accompanied by the pupil engaging in a restorative conversation or completing a restorative task to help them reflect on their behaviour and consider how to avoid a repeat of the same behaviour.
- 3.4 For pupils in Years 7 to 11, if a warning is not heeded staff will then award an **Order Mark** that is recorded on ISAMS. The Heads of House or Tutor monitor the frequency of any Order Marks and raise the issues with the pupil concerned and / or sanction them as appropriate.
- 3.5 **Lunch break** work sessions may be run by subject teachers for pupils whose academic work is not up to date or is of an appropriately unsatisfactory standard. Heads of House will be notified. If, in the opinion of the teacher, the lack of homework is a serious issue, they can email the HoH of the pupil involved and the Deputy Head Girls or the Deputy Head Boys with information of the missed homework.
- 3.6 **Friday Detentions** can be awarded by subject teachers to pupils who fail to hand work in on time, are disruptive, generally misbehave or break school rules, under the direction of the Head of House.
- 3.7 **Deputy Head Detentions** may be used in by the Heads of House, the Deputy Head and the Headteacher for pupils who have, for example, gained multiple detentions in a short period of time, who have failed to follow a clear instruction, who have repeatedly failed to hand their work in on time, have been insolent or have been involved in incidents of low level bullying.
- 3.8 **Saturday Detentions** are used in the Senior Schools and Sixth Form by the Heads of House, the Deputy Head and the Headteacher for pupils who persistently fail to comply with school rules and procedures or are involved in an incident serious enough for such a sanction.
- 3.9 **Fixed Term Suspensions** are used in the Senior Schools and Sixth Form by the Headteacher for serious acts of misbehaviour.
- 3.10 Where there is an incident of a more severe nature, the matter will be referred immediately to the Headteacher who may follow the **Expulsion and Required Removal Policy**.
- 3.11 The role of the Headteacher
- 3.11.1 It is the responsibility of the Headteacher, under the Education and Inspections Act 2006, to implement the school behaviour policy consistently throughout the school, and to report to Governors, when requested, on the effectiveness of the policy. It is also the responsibility of the Headteacher to ensure the health, safety and welfare of all children in the school, in line with Keeping Children Safe in Education (updated at least annually).
- 3.11.2 The Headteacher supports the staff by implementing the policy, by setting the standards of behaviour, and by supporting staff in the implementation of the policy.
- 3.11.3 The School keeps records of all reported serious incidents of misbehaviour.
- 3.11.4 The Headteacher has the responsibility for giving fixed-term exclusions to individual children for serious acts of misbehaviour. For repeated or very serious acts of anti-social behaviour, the Principal may expel a child, immediately notifying the parents (see Expulsion and Required Removal

Policy).

4 Classroom Code of Conduct



The poster features a dark blue background with a white crest at the top center. Below the crest, the text 'BERKHAMSTED' is written in a large, white, serif font, followed by '— BOYS —' in a smaller, white, sans-serif font. Underneath, 'AIMING HIGH IN THE CLASSROOM' is written in a white, sans-serif font. A horizontal white line separates the title from the list of rules. The list consists of eight bullet points in white, sans-serif font. At the bottom of the poster, there is a decorative border with three horizontal stripes in red, green, and gold. Below the stripes, the motto 'Aim High with Integrity Be Adventurous Serve Others' is written in white, sans-serif font.

BERKHAMSTED
— BOYS —
AIMING HIGH IN THE CLASSROOM

- Be on time
- Come to lessons prepared: with prep completed and the equipment you need
- Enter and leave your lessons in an orderly way
- Listen carefully and co-operate with your teacher
- Approach tasks positively and complete them to the best of your ability
- Be curious and active in your learning
- Respect your teachers, support staff and other pupils
- Respect the environment of the classroom

Thank you for helping to create the conditions which support everyone's learning.

Aim High with Integrity Be Adventurous Serve Others

5 SEDIC Anti-racist Code of Conduct

- 5.1 Please see the Standing Equality, Diversity and Inclusion Committee's Anti-racist Code of Conduct available on Berkhamsted Hub [here](#).

Appendix 5

I Berkhamsted Sixth Procedures

- 1.1 In the Sixth Form, a similar system of recognition is used: Gold Notes and Blue notes are issued via ISAMS and Heads of House informed electronically.
- 1.2 Gold notes are issued for good work, performance in class, impressive performance within school for a non-academic reason, outstanding effort or for considerable improvements.
- 1.3 **In the Senior School and Sixth Form, Academic Subject Commendations** are awarded for a piece of work or pieces of work that are of a standard beyond that which is expected for that pupil. The recommendations for these Commendations are made by subject teachers to their respective Head of Department who then forwards them to the respective Headteacher, who ratifies the request and the Commendation is then given by the Head of House for acknowledgement by peers. Three Commendations collected over the time the pupil is in the School will result in a prize being awarded.
- 1.4 **Significant Achievement Commendations** are also awarded in the Senior School and Sixth Form by the respective Headteacher or Deputy Head on recommendation of the Heads of House following two reporting cycles. These Commendations are specifically to reward consistently effective work across the whole subject range. They are to encourage effort and reward endeavour, or to recognise considerable or sustained improvements. Three Commendations in this category collected over the time a pupil is in the School will result in a prize being awarded.
- 1.5 Commendations awarded for Academic Subjects and Significant Achievement are accumulated independently of each other and are not interchangeable.
- 1.6 **Prizes:** Some students will be nominated to receive Subject and/or Named prizes at the School's annual Prize Day in July. These prizes are given to recognise an individual's contribution to school life and academic distinction.
- 1.7 **Scholarships and Awards** are awarded for Academia, Music, Drama and Art as a recognition for talent in these areas of school life.

2 Sanctions

- 2.1 For those in the Sixth Form a similar system operates: where a teacher is concerned about a student's work or conduct, a Blue Note can be issued via ISAMS, which will trigger an alert to the relevant Head of House. It is, however, important to note that the Blue Note system itself is not a sanction (though it may lead to a sanction being implemented), but a means of sharing information with key staff. They are communicated by Heads of House in an appropriate one-to-one forum, and not in front of other students.
- 2.2 **Uniform Report** is a sanction which can be used for Sixth Form students who do not comply with the uniform regulations. A student who is placed on uniform report has to report to the Deputy Head Sixth the following day before school in correct school uniform. Repeat offenders are likely to be placed in Friday detention.

- 2.3 **Friday Detentions** can be awarded by subject teachers to students who repeatedly fail to hand work in on time, are disruptive or generally misbehave, under the direction of the Head of House. Detentions take place after school on a Friday between 4.30 and 5.30. The Heads of House take the detention on a rota basis.
- 2.4 **Saturday Detentions** are used in the Sixth Form by the Heads of House, the Deputy Head and the Headteacher for students who persistently fail to comply with school rules and procedures or are involved in an incident serious enough for such a sanction. This detention is taken by the Deputy Head or Headteacher and usually lasts for 2 or 3 hours although this can be altered depending on the circumstances of the offence.
- 2.5 **Fixed Term Suspensions** are used in the Sixth Form by the Headteacher for serious acts of misbehaviour.
- 2.6 Where there is an incident of a more severe nature, the matter will be referred immediately to the Headteacher who may follow the Expulsion and Required Removal Policy.
- 2.7 The role of the Headteacher
- 2.7.1 It is the responsibility of the Headteacher, under the Education and Inspections Act 2006, to implement the school behaviour policy consistently throughout the school, and to report to Governors, when requested, on the effectiveness of the policy. It is also the responsibility of the Headteacher to ensure the health, safety and welfare of all children in the school, in line with Keeping Children Safe in Education (updated at least annually).
- 2.7.2 The Headteacher supports the staff by implementing the policy, by setting the standards of behaviour, and by supporting staff in the implementation of the policy.
- 2.7.3 The School keeps records of all reported serious incidents of misbehaviour.
- 2.7.4 The Headteacher has the responsibility for giving fixed-term exclusions to individual children for serious acts of misbehaviour. For repeated or very serious acts of anti-social behaviour, the Principal may expel a child, immediately notifying the parents (see Expulsion and Required Removal Policy).