

# Student Discipline Policy



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Region: Global

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| <b>Local Document Code</b><br>(if applicable)<br>XXXXXXX                 | <b>Associated Documents</b><br><a href="#">Formal Reflection Notice</a> , <a href="#">Positive Behaviour Plan</a> , <a href="#">Responsible<br/>Behaviour Report</a><br><a href="#">Serious Breaches Policy</a> , <a href="#">Serious Breaches Policy Appendices</a><br><a href="#">Student Search Policy</a><br><a href="#">Anti-bullying Policy</a><br><a href="#">ICT Abuse – Behaviour Management Policy</a><br><a href="#">Enrolment application form</a><br><a href="#">Ethos, values and guiding principles</a><br><a href="#">Parent-Student Handbook</a><br><a href="#">Whistle blowing Policy</a><br><a href="#">Awards Policy</a><br><a href="#">Zoom Policy</a> |   |
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## 1. INTRODUCTION

1.1 OneSchool Global was founded on the principle that:

*1.1.1 Student obedience, respect and discipline will be of the highest standard, towards the staff, Campus Administrators and fellow students.*

*1.1.2 The principal responsibility for student discipline rests with the parents, and OneSchool Global will not depart from that principle.*

The OSG Parent Persona states: 'A quality OSG Parent is committed to the school – has respect for the school and takes absolute responsibility for the enrolment and self-discipline of their child.'

1.2 High standards of student discipline are expected and continuously developed by staff. These standards are built on the foundations of strong connections, trust and respect between staff and students.

1.3 The behaviour we walk past is the behaviour we accept. It must never be the case that undesirable behaviour goes unchallenged. It's about how the conversation with the student(s) is managed, not about whether to have the conversation.

1.4 In cases of "Major Extreme" or "Severe" misbehaviours as set out in this policy, the Serious Breaches Policy is invoked.

## 2. PURPOSE

- 2.1 This policy is intended as an internal document to provide the framework for managing student discipline, to create an environment that expects and reinforces outstanding self-discipline and defines acceptable standards of behaviour.
- 2.2 All members of the Campus community are accountable for student discipline and positive behaviours. This policy applies to all staff members, volunteers, Campus Administrators (CA), Campus Board (CB), regional leadership, current and prospective students.
- 2.3 This policy applies to all students while participating in school activities, whether on school grounds or outside the school, including on school provided transport and use of school provided digital technology.

## 3. DEFINITIONS

|                                      |  |
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| <b>RMD</b>                           | Regional Managing Director   |
| <b>RTL</b>                           | Regional Team Leader – a member of regional governance who provides guidance and advice to the CA and CB   |
| <b>RDE</b>                           | Regional Director of Education – The most senior educationalist in the region.   |
| <b>RP</b>                            | Regional Principal – Regional educational leader, holding Campus Principals to account for correct implementation of OSG Policy, frameworks and high performance.  |
| <b>CA</b>                            | Campus Administrator – Campus governance team.   |
| <b>CB</b>                            | Campus Board Member  |
| <b>CP</b>                            | Campus Principal - responsible and accountable for leadership of the Campus and for implementing all policy, framework and performance expectations correctly.   |
| <b>Self-discipline</b>               | The ability you have to control and motivate yourself, stay on track and do what is right.   |
| <b>Restorative Practice Approach</b> | A Restorative Practice approach to managing behaviour recognises that misconduct harms people and relationships and that those involved in the problem also need to be involved in finding a solution.   |
| <b>Restorative conversation</b>      | Support the repair of relationships to avoid a recurrence of wrongdoing. Between an adult and a student, or between students. Facilitated by an adult.<br><br>Asks questions about who was affected, how they were affected and how a recurrence can be prevented. |

|                                      |   |
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| <b>Formal Restorative conference</b> | Is a formal meeting, facilitated by a member of senior staff, in which victims, perpetrators, family and often Campus CAs discuss the consequences of wrongdoing and decide how best to repair the harm.                          |
| <b>Bullying</b>                      | Bullying is a behaviour which is:<br><br>Deliberate, hurtful, repeated, targeted (at an individual or small group).<br><br>Bullying can take a number of forms: Physical, verbal, indirect or emotional, online and face to face. |
| <b>MIS/SIS</b>                       | Management Information System / School Information System – the student records database.   |

## 4. STUDENT EXPECTATIONS

4.1 1. Student expectations are based on the OSG Student Persona:

4.1.1 **Lives the Values** – Committed to displaying integrity and care & compassion, is respectful of others and takes responsibility for their actions.

4.1.2 **Is Self-Directed** – Understands the Learning to Learn Framework and is driven by personal goals, initiative and self-discipline to grow and achieve.

4.1.3 **Is a Team Player** – Builds strong connections with educators, on foundations of trust and respect. Is collaborative and supportive of others in achieving common goals.

4.1.4 **Is Diligent** – Committed to excellence, hard work and timeliness in all responsibilities and tasks.

4.1.5 **Is a Problem Solver** – Seeking innovative, creative and effective solutions to challenges and obstacles.

4.1.6 **Takes Ownership** – Wears school uniform with respect, manages distractions maturely, and makes good decisions about behaviour and attitude.

4.1.7 **Has a Positive Attitude** – Applies constructive thinking and has a positive approach to school.

## 5. APPLICATION OF REWARDS AND CONSEQUENCES

5.1 Rewards and consequences are part of real life. They are both effective tools in managing student behaviour.

5.2 Our Campus culture must be rich with praise. For praise to sanction ratios to be healthy they should exceed 5:1. Praise takes numerous effective forms which include:

- 5.2.1 Verbal praise
- 5.2.2 Positive feedback on assignment submissions
- 5.2.3 Specific positives reinforced in discussions when House Points are awarded
- 5.2.4 Special mention in class or in assembly: sharing achievements
- 5.2.5 Regular written and oral communication with parents, about positive behaviour and valuable contributions to the life of the Campus
- 5.2.6 Exhibiting good work
- 5.2.7 Referral to the Campus Principal or Lead CA for commendation
- 5.2.8 Using stars/smiley faces on charts, books etc. (as age appropriate)

5.3 The 'OneSchool Awards' Policy guides use of Awards.

**6. RESTORATIVE PRACTICE APPROACH**

- 6.1 At OneSchool Global, staff will not shout at students as part of administering discipline.
- 6.2 Students are expected to show respect for the instructions and expectations of adults in school at all times.
- 6.3 A Restorative Practice approach to managing behaviour recognises that misconduct harms people and relationships and that those involved in the problem also need to be involved in finding a solution.
- 6.4 A Restorative Practice approach does not mean there is no consequence. Consequences are given at OneSchool Global in line with the Restorative Consequences in section 7.15.

**6.5 Fair Process**

6.5.1 When dealing with a conflict situation, adults in school will deal with it in a fair way. This means:

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| <b>Engagement</b>  | An un-prejudiced review of all facts including all affected parties must take place before any conclusions are made.               |
| <b>Explanation</b> | Everyone involved and affected will understand why final decisions are made as they are.   |
| <b>Expectation</b> | Once decisions are made new behaviours/expectations are clearly stated so that individuals understand consequences for the future. |

**7. RESTORATIVE CONSEQUENCES**

- 7.1 It is important that where unacceptable behaviour occurs, we know what is not tolerable, and what steps we will take.
- 7.2 We use consistent framework of restorative consequences to instil student discipline. The same framework is applied to Primary and Secondary students.
- 7.3 The framework applies to two main areas:
- 7.3.1 **Disruption of learning** - generally behaviour that disrupts the learning of themselves or others.
  - 7.3.2 **Behaviour Incidents** - where a student is involved in a single or on-going series of behaviours such as bullying, aggression, breaking school rules or non-cooperation with staff.
- 7.4 The framework will be displayed in all student areas and shared with parents, along with an explanation of restorative behaviour management.
- 7.5 Restorative consequences escalate depending upon the seriousness of a student's behaviour, ranging from 'Minor' to 'Severe'.
- 7.6 Certain Restorative Consequences are specifically stated, such as an after-school detention or Restorative Meeting. Where not specifically stated, restorative consequences will be agreed between teacher or Campus Principal and students and must be related to correcting the undesirable behaviour.
- 7.7 The duration of time for restorative consequences is provided. This time must be taken as agreed between teacher and student.
- 7.7.1 A Restorative Consequence may be completed in students' own time, during social times of the school day or in an after-school detention, where stated in the framework.
  - 7.7.2 Examples of Restorative Consequences are:
    - 7.7.2.1 Preparing a school assembly on a topic connected to the matter.
    - 7.7.2.2 Supporting with repair to damaged property / Campus improvements (only ever where safe to do so).
    - 7.7.2.3 Leading an initiative in school such as an 'awareness display'
    - 7.7.2.4 Completing a reflective task, to consider the implications and lessons learned from the behaviour.
    - 7.7.2.5 Completing subject assignments to the standard required / Catching up on Assignment work / Completing additional assignment work.
  - 7.7.3 Restorative Consequences to correct undesirable behaviour must pass the following test:
    - 7.7.3.1 Is it reasonable, fair and logical?
    - 7.7.3.2 Is the consequence related to the behaviour?
    - 7.7.3.3 Does it keep dignity and respect intact?

7.7.3.4 Does the student learn from it?

7.8 Every situation must be looked at on its own merits and there is a certain latitude in terms of how a situation is regarded - no two cases are the same. Things to consider must include:

7.8.1 Premeditated/non-meditated

7.8.2 Nature and extent of the offending

7.8.3 Background circumstances – both of the individuals and the incident

7.8.4 Whether the student has additional needs that are known to the Campus

7.9 The Campus Principal and Campus Administrator will use their discretion if they deem that restorative consequences must fall outside of the recommended steps. In such cases, advice must be taken from the Regional Principal.

7.10 Any consequence requiring suspension, or permanent exclusion, is at the discretion of the CP, CA and RP and the Serious Breaches Policy will be followed.

7.11 Failure of a student to adhere to the framework of restorative consequences will trigger an escalation in the level of severity of disciplinary action and may invoke the Serious Breaches Policy.

7.12 Travel distance is not a reason to excuse a student from an after-school detention. Parents will need to make arrangements for collecting students who are issued with an after-school detention.

7.13 In some cases, particularly those involving Major or Extreme offending, it may be necessary to suspend the student while investigations are undertaken.

7.14 Misuse of IT equipment or platforms must always be dealt with via the Student ICT Misuse Behaviour Management Policy, and recorded on the MIS.

**7.15 Table of Restorative Consequences:**

| Category | Example Behaviours (not a definitive list)   | Consequence/ Possible Intervention   | Responsibility |
|----------|--|--|----------------|
| Minor    | <ul style="list-style-type: none"> <li>• Off task.</li> <li>• Screens off.</li> <li>• Misuse of study.</li> <li>• Not productive.</li> <li>• Distracting others.</li> <li>• Repeatedly out of seat.</li> <li>• Late to class.</li> <li>• Disrupting learning first time.</li> <li>• Disrupting recreational time.</li> </ul>   | <p><b>Step 1 - Alerting the student.</b></p> <p><b>Verbal or non-verbal reminder of desired behaviour e.g.</b></p> <ul style="list-style-type: none"> <li>○ Re-direction to on-task behaviour</li> <li>○ A 'look' from teacher to student</li> <li>○ Cue by name, gentle tap on the table.</li> <li>○ Last chance and 2 minutes take up time for student.</li> <li>○ Quick catch up with student, restorative conversation to address the underlying cause.</li> <li>○ Positive language "well done students who are looking this way."</li> </ul> <p><b>Learning to be caught up if late to class/or learning time has been missed.</b></p> <p>Not recorded in the MIS</p>  | Teacher        |
| Moderate | <ul style="list-style-type: none"> <li>• Repeat of minor behaviours</li> <li>• Minor misuse of equipment.</li> <li>• Littering.</li> <li>• Transport policy breach: Misbehaviour on school bus</li> <li>• Uniform policy breach: incorrect uniform, shirts not tucked in, no hat.</li> <li>• Excluding peers – first time.</li> <li>• Disrespectful language - low level inappropriate talk</li> <li>• Abusing Enrichment Day privilege**</li> </ul> | <p><b>Step 2 - Restatement and rule reminder</b></p> <ul style="list-style-type: none"> <li>○ Verbal or non-verbal reminder of desired behaviour- offer take up time for student.</li> <li>○ Reminder that consequences will escalate if there is a repeat of the behaviour.</li> <li>○ Move student to a re-focus seat within the Learning Centre or transport if disrupting and; (driver to report behaviour to CP).</li> </ul> <p><b>Teacher will escalate quickly from Step 2 to Step 3.</b></p> <p><b>Step 3 - Individual reinforcement strategies</b></p> <ul style="list-style-type: none"> <li>○ Restorative conversation with teacher and student(s) in the moment, during break/lunch: Behaviour goals agreed and regular check-ins to 'catch them being good' and;</li> </ul> | Teacher        |



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|                     |   | <ul style="list-style-type: none"> <li>○ 30-minute consequence*;<br/>(consequence that will change the behaviour) and;</li> <li>○ Parent informed; and</li> <li>○ Negative incident recorded in MIS</li> </ul> <p>**3-week loss of privilege (for abuse of enrichment day first offence)</p>   |   |
| <p><b>Major</b></p> | <ul style="list-style-type: none"> <li>● Repeat of moderate behaviours</li> <li>● Disrespect for authority/ persistent refusal to follow instructions.</li> <li>● Persistent disruption of learning.</li> <li>● Bullying including persistent mean on purpose behaviour or excluding behaviour – online and in person.</li> <li>● Negligent behaviour- damage to property</li> <li>● Bad language/ swearing.</li> <li>● Missing Zoom lesson / lesson without approved absence.</li> <li>● Not upholding the student interaction policy</li> <li>● Prohibited digital items in school or on transport (phone, smart-watch, USB, Digital cameras or any home IT device etc).**</li> </ul> | <p><b>Step 4 - Reflection period</b></p> <ul style="list-style-type: none"> <li>○ Removal from the situation and;</li> <li>○ Restorative conference with Campus Principal/Senior Teacher where student completes a <b>Formal Reflection Notice</b> before student returns to class/LC/yard - aims to restore relationships/values and behaviours. Teacher or peers join as needed and;</li> <li>○ 60 minute restorative consequence* agreed, linked to behaviours and;</li> <li>○ Conversation with parent.</li> <li>○ Student placed on a <b>Responsible Behaviour Report</b> for 5 days.</li> <li>○ Student placed on Level 1 and Formal Reflection Notice is uploaded to MIS.</li> </ul> <p><i>*Consequence examples- lunchtime detention, service to mend damage property, family to pay for damage of property, leading an assembly or Campus display,</i></p> <p><i>**2-week confiscation of prohibited items (no exceptions), parent to collect from Campus Principal</i></p> | <p>Campus Principal</p> <p>Senior Teacher</p> |

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| <p><b>Major repeated</b></p> | <ul style="list-style-type: none"> <li>Repeat of major behaviours</li> </ul>   | <p><b>Step 5 - Positive Behaviour Agreements</b></p> <ul style="list-style-type: none"> <li>Internal stand-down (suspension) from class, lunch, and social time for at least 1 day and;</li> <li>Student continues on <b>Responsible Behaviour Report</b> for 10 days in subject/s of concern and;</li> <li>Restorative conference: Meeting with 'offenders' and 'victims' (if required) and;</li> <li>Parent informed and invited to a meeting with Campus Principal and;</li> <li>60 minute after-school detention plus a 60-minute restorative consequence* (linked to behaviour) starting in the detention and;</li> <li><b>Positive Behaviour Plan</b> may be started</li> <li>Student moves to Level 2 in MIS</li> </ul> <p>Follow-up meeting with parents within a 1–2-week period (which may be on Zoom).</p> | <p>Campus Principal</p>                             |
| <p><b>Major extreme</b></p>  | <ul style="list-style-type: none"> <li>Aggression to peers; including serious incidents of verbal or physical abuse.</li> <li>Bringing the school into disrepute.</li> <li>Setting a dangerous or harmful example</li> <li>Dangerous behaviour.</li> <li>Serious and persistent victimisation/bullying causing harm.</li> <li>Dishonesty/theft</li> <li>Disrespect for authority- persistent refusal to follow instructions, repeat</li> </ul> | <p><b>Step 6 - Suspension</b></p> <ul style="list-style-type: none"> <li>Internal or External suspension period with duration depending on severity of infringement. Final decision is at the discretion of the CP, CA and RP. Permanently on school record and;</li> <li>The 'Serious Breaches Policy' is invoked and;</li> <li>Restorative conference with 'offenders' and 'victims', led by the Campus Principal and;</li> <li>Restorative conference, with Campus Principal, Campus Administrator, Campus Board, Regional Principal***, student and parents. Follow-up meeting within 1-2 weeks and;</li> </ul>   | <p>CP, CA, RP.</p> <p>RDE/RTL/RMD advice taken.</p> |

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|                      | <p>non-compliance, defiance, back chatting, racism.</p> <ul style="list-style-type: none"> <li>• Swearing/offensive language</li> <li>• Verbal abuse to staff</li> <li>• Damage to school property/ vandalism</li> <li>• Persistence in breaching the ethos, values, and guiding principles of the school.</li> </ul>   | <ul style="list-style-type: none"> <li>○ Family to pay all costs for any property damage/vandalism and;</li> <li>○ Student moves to Level 3 in MIS</li> </ul> <p>*** <i>Regional Principal may join on Zoom</i></p>  |  |
| <p><b>Severe</b></p> | <ul style="list-style-type: none"> <li>- Repeat of the Major and major extreme behaviour</li> <li>- Consistently and deliberately failing to comply with reasonable directions.</li> <li>- Behaviour which is offensive or dangerous to others</li> <li>- Bringing prohibited items into school e.g., weapons, alcohol, tobacco, vapes or any form of drug.</li> <li>- Extreme cases of major extreme behaviour</li> </ul> <p>Consistently interferes with the educational opportunities of others.</p> | <p><b>Step 7 - Major Disciplinary Action Serious Breaches Policy is invoked.</b></p> <p>RTL, RMD and RP kept informed of any serious breach of behaviour.</p> <p>Final decision is at the discretion of the CP, CA and RP.</p> <p>Action may include:</p> <ul style="list-style-type: none"> <li>○ Formal out of school suspension with CP/RP/Regional Management Team review of re-entry.</li> <li>○ Negotiated transfer to another Campus.</li> <li>○ Parents asked immediately to come and pick student up.</li> <li>○ <del>Expulsion of student.</del></li> </ul> <p>Student moves to Level 4 in MIS</p> | <p>CP, CA</p> <p>RP, RTL and RMD advice taken.</p> |

\*A Restorative Consequence is linked to the type of misbehaviour, e.g., Campus tidying and may be completed in students' own time, or during social times of the school day.

\*\*Refer to IT Misuse Behaviour Management Policy

## 8. RECORD KEEPING AND ANALYSIS

8.1 Where required, the teacher issuing the consequence will record details on BromCom:

8.1.1 Category of behaviour (Moderate, Major, Major Repeated, Major Extreme or Severe)

8.1.2 Precise description of undesirable behaviour, and details of the incident.

8.1.3 Description of all consequences.

8.2 The Campus Principal is responsible for elevating the 'Level' of student behaviour on BromCom through levels 1, 2 and 3 when a student's behaviour escalates from 'Major' through each stage to 'Severe'.

8.3 A Campus Behaviour Report will be provided to CAs on a monthly basis and shared to the Regional Principal (RP). The report will show:

8.3.1 Number of behaviour incidents by year group - for categories Moderate through to Severe. Most recent three months.

8.3.2 Top 10 students by number of behaviour incidents – showing number in each category. Most recent three months.

8.3.3 Students at Level 1, 2 and 3.

8.3.4 Previous interventions to improve students' behaviour, and the impact upon number of incidents over time.

8.3.5 New actions and interventions.

## 9. SUSPENSION AND PERMANENT EXCLUSION

9.1 Suspension and permanent exclusion must follow the Serious Breaches Policy.

## 10. CHILD PROTECTION

10.1 Where behaviour gives cause to suspect that a child is suffering, or likely to suffer significant harm, the Campus Safeguarding and Child Protection Policy will be followed.

10.2 Where a consequence is deemed inappropriate due to factors known to the Child Protection team, an alternative consequence will be agreed by the Campus panel.

10.2.1 Where behaviour gives cause to suspect that a child is suffering, or likely to suffer significant harm, the Safeguarding & Child Protection Policy, Keeping Children Safe in Education Guidance and/or 'Prevent' guidance will be followed.

10.2.2 Child on Child Sexual Violence or Sexual Assault

10.2.2.1 Following any report of child-on-child sexual violence or sexual harassment offline or online, the campus should follow the general safeguarding principles set out in Keeping children safe in education (KCSIE) - especially Part 5. The designated safeguarding lead (or deputy) is the most appropriate person to

advise on the school's initial response. Each incident should be considered on a case-by-case basis.

10.2.2.2 The campus should be clear in every aspect of their culture that sexual violence and sexual harassment are never acceptable, will not be tolerated and that pupils whose behaviour falls below expectations will be sanctioned. Schools should make clear to all staff the importance of challenging all inappropriate language and behaviour between pupils. The Campus should refer to the Respectful School Communities toolkit ( [Respectful School Communities: Self Review and Signposting Tool - Educate Against Hate](#) ) for advice on creating a culture in which sexual harassment of all kinds is treated as unacceptable.

10.2.2.3 The campus should never normalise sexually abusive language or behaviour by treating it as 'banter', an inevitable fact of life or an expected part of growing up. They should advocate strenuously for high standards of conduct between pupils and staff; they should demonstrate and model manners, courtesy and dignified/respectful relationships

### 10.2.3 Behaviour Incidents Online

10.2.3.1 Inappropriate online behaviour including bullying, the use of inappropriate language, the soliciting and sharing of nude or semi-nude images and videos and sexual harassment should be addressed in accordance with the same principles as offline behaviour, including following the child protection policy and speaking to the designated safeguarding lead (or deputy) when an incident raises a safeguarding concern. In cases where a school suspects a pupil of criminal behaviour online, they should follow the guidance in paragraphs 124-126. [Behaviour in schools guidance \(publishing.service.gov.uk\)](#)

10.2.3.2 When an incident involves nude or semi-nude images and/or videos, the member of staff should refer the incident to the designated safeguarding lead (or deputy) as the most appropriate person to advise on the school's response. Handling such reports or concerns can be especially complicated and schools should follow the principles as set out in Keeping children safe in education. The UK Council for Internet Safety also provides the following guidance to support school staff and designated safeguarding leads: Sharing nudes and semi-nudes: advice for education settings working with children and young people ([Sharing nudes and semi-nudes: advice for education settings working with children and young people \(ineqe.com\)](#))

## 11. RESPONSIBLE BEHAVIOUR REPORT AND POSITIVE BEHAVIOUR PLAN

11.1 A **Responsible Behaviour Report** (appendix 2) enables behaviour and self-discipline to be closely monitored and improvements recognised. Goals are set for the week and each teacher reports back on those goals at the end of a lesson or study period. Parents and the Campus Principal see the report daily and sign it. The duration of the report will be extended at the discretion of the Campus Principal.

11.2 A **Positive Behaviour Plan** (appendix 3) sets out goals, strategies that staff will use with the students to support improvement in their behaviour, and actions required of the student,

all across a period of 1-4 weeks. Reviewed no longer than every 4 weeks. It will be written by the team around the student, led by the Campus Principal or designated senior staff member/teacher, signed by the student and parents and shared to all teachers of the student.

## 12. PARENT COMMUNICATION

- 12.1 It is very important that parents have the information needed to support their child's learning and co-operate with the school. At the Campus we are very conscious of the importance of having strong links with parents and good communication between home and school. Regular telephone calls or e-mails are extremely useful. Parents highly appreciate being 'kept in the loop'.
- 12.2 The Campus will inform parents at the earliest opportunity if there are any concerns about their child's behaviour or welfare, and certainly on the same day as the concern arises. If parents have concerns, they must make these known to the form tutor or the CP.
- 12.3 Parents must always be informed about escalation of behaviour from 'Moderate' onwards, and detentions of any kind, even if they take place during the school day.
- 12.4 If a student receives a consequence at 'Major Repeated' or above, parents will be invited into school to discuss and agree the way forward.
- 12.5 The Campus will ensure that parents receive a copy of the Student Discipline Policy on an annual basis. Parents will be informed of any modification to the policy due to changes in legislation or guidance outside of the review cycle. A copy of this Policy will be placed on the website.
- 12.6 In cases where parents are aggrieved by actions taken by the Campus, the OSGUK Campus Complaints Policy must be invoked. Management of such complaints, whether informal or formal, will be undertaken by a group not associated with the initial decision.

## 13. TRAINING

- 13.1 All staff should be appropriately trained in the school's behaviour management processes (including the duties owed to pupils with special educational needs (SEN), disabilities and mental health needs), particularly on induction

## 14. SANCTIONS

A sanction will be lawful if it satisfies the following three conditions:

- a) The decision to sanction a pupil is made by a paid member of school staff (but not one who the Campus Principal has decided should not do so) or an unpaid member of staff authorised by the Campus Principal;
- b) The decision to sanction the pupil and the sanction itself are made on the school premises or while the pupil is under the lawful charge of the member of staff; and
- c) It does not breach any other legislation (for example in respect of equality, special educational needs and human rights) and it is reasonable in all the circumstances

In line with national legislation, any form of corporal punishment is strictly forbidden at our Campus.

## 15. SEARCHING, SCREENING AND CONFISCATION

15.1.1 The DfE guidance for schools dated July 2022 will be adhered to at the Campus. [Searching, Screening and Confiscation \(publishing.service.gov.uk\)](https://publishing.service.gov.uk) in addition to the Student Search Policy.

15.1.2 Before screening or conducting a search of a pupil, it is vital that schools consider their obligations under the European Convention on Human Rights. Under Article 8, pupils have a right to respect for their private life. In the context of these rights and obligations, this means that pupils have the right to expect a reasonable level of personal privacy. The right under Article 8 is not absolute; it can be interfered with, but any interference with this right by a school (or any public body) must be justified and proportionate. The powers to search in the Education Act 1996 are compatible with Article 8. A school exercising those powers lawfully should have no difficulty in demonstrating that it has also acted in accordance with Article 8. This advice will assist schools in deciding how to exercise their searching powers in a lawful way.

15.1.3 DfE Guidance explains schools' powers of screening and searching students so that school staff have the confidence to use them. It covers:

- Powers to search with consent
- Power to search without consent
- Powers schools have to seize and then confiscate items found during a search
- Statutory guidance which schools must have regard to.

15.1.4 The Campus Principal and staff they authorise have a statutory power to search a pupil or their possessions where they have reasonable grounds to suspect that the pupil may have a prohibited item listed in paragraph 31 or any other item that the school rules identify as an item which may be searched for.

15.1.4.1 The list of prohibited items is:

- knives and weapons;
- alcohol;
- illegal drugs;
- stolen items;
- any article that the member of staff reasonably suspects has been, or is likely to be used:
  - to commit an offence, or
  - to cause personal injury to, or damage to property of; any person (including the pupil).
- an article specified in regulations:
  - tobacco and cigarette papers;
  - fireworks; and



- pornographic images.

15.1.4.2 Students must not have these items in their possession school premises or at any time when they are in lawful charge and control of the school (for example on an educational visit).

15.1.5 Students are not permitted to bring mobile phones onto school premises or school provided transport, e.g. OneBus. Any student found with a mobile phone on school premise or transport will have the phone confiscated for a 2 week period. Students are also not permitted to take mobile phones on any school trips or face to face days at other campuses or the teacher academy.

## **16. BEHAVIOUR EXPECTATIONS AND PUPILS WITH SPECIAL EDUCATIONAL NEEDS AND/OR DISABILITY (SEND)**

16.1 Some behaviours are more likely be associated with particular types of SEND, such as a pupil with speech, language and communication needs who may not understand a verbal instruction. Behaviour will often need to be considered in relation to a pupil's SEND, although it does not follow that every incident of misbehaviour will be connected to their SEND.

16.2 The Campus needs to manage pupil behaviour effectively, whether or not the pupil has underlying needs. When a pupil is identified as having SEND, the graduated approach should be used to assess, plan, deliver and then review the impact of the support being provided.

16.3 The law also requires the campus to balance a number of duties which will have bearing on their behaviour policy and practice, particularly where a pupil has SEND that at times affects their behaviour.

16.3.1 In particular: • schools have duties under the Equality Act 2010 to take such steps as is reasonable to avoid any substantial disadvantage to a disabled pupil caused by the school's policies or practices;

16.3.2 • under the Children and Families Act 2014, relevant settings have a duty to use their 'best endeavours' to meet the needs of those with SEND; and

16.3.3 if a pupil has an Education, Health and Care plan, the provisions set out in that plan must be secured and the school must co-operate with the local authority and other bodies.

16.4 As part of meeting any of these duties, schools should, as far as possible, anticipate likely triggers of misbehaviour and put in place support to prevent these. Illustrative examples of preventative measures include (but are not limited to):

16.4.1 short, planned movement breaks for a pupil whose SEND means that they find it difficult to sit still for long;

16.4.2 adjusting seating plans to allow a pupil with visual or hearing impairment to sit in sight of the teacher;



16.4.3 adjusting uniform requirements for a pupil with sensory issues or who has severe eczema;

16.4.4 training for staff in understanding conditions such as autism. Any preventative measure should take into account the specific circumstances and requirements of the pupil concerned.

16.4.5 Removal from the classroom should be considered a serious sanction. It should only be used when necessary and once other behavioural strategies in the classroom have been attempted, unless the behaviour is so extreme as to warrant immediate removal. Parents should be informed on the same day if their child has been removed from the classroom. As with all disciplinary measures, schools must consider whether the sanction is proportionate and consider whether there are any special considerations relevant to its imposition

Legislation and Guidance

## 17.0 LEGISLATION & GUIDANCE

- [Behaviour in Schools 2022](#)
- [Searching, Screening and Confiscation July 2022](#)
- Education Act 1996
- School Standards and Framework Act 1998
- Education Act 2002
- Education and Inspections Act 2006
- School Information (England) Regulations 2008
- Equality Act 2010
- The Education (Independent School Standards) (Amended) (England) Regulations 2014
- Education Act 2011
- Schools (Specification and Disposal of Articles) Regulations 2012

The School Behaviour (Determination and Publicising of Measures in Academies) Regulations

## 17. VERSION CONTROL

| Document Code                             | Date      | Version No. | Nature of Change |
|---|-----------|-------------|------------------|
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