

# Appendix A Consequences Grid

This document should act as a guide and the list of behaviours/sanctions is not exhaustive. **There may be circumstances where an alternative approach is deemed more suitable by both parties for a suitably restorative outcome.**

Category	Example of behaviour	Sanction and consequence
<b>C1</b>	<ul style="list-style-type: none"> <li>Failure to complete classwork</li> <li>Failure to complete homework.</li> <li>Rudeness to staff</li> </ul>	Subject teacher detention (20 mins after school or break and lunchtime) At this detention students should be completing work relevant to subject. (Failure to attend 1 <sup>st</sup> time will result in HOF issuing a reminder.)
		<ul style="list-style-type: none"> <li>Poor conduct or behaviour in lesson leading to lesson removal</li> </ul>
<b>C2</b>	<ul style="list-style-type: none"> <li>Repeated failure to complete homework</li> <li>Failure to attend teacher detention twice.</li> <li>Leaving lesson without permission</li> </ul>	Faculty detention 40 minutes after school or break/lunchtime <b>(Referrals should be completed at this stage by class teacher or HOF)</b>
		<ul style="list-style-type: none"> <li>Poor behaviour following removal from classroom following code of conduct procedure</li> </ul>
		<ul style="list-style-type: none"> <li>Repeated failure to comply with uniform standards. (5 incidents logged on SIMS)</li> </ul>
<b>C3</b>	<ul style="list-style-type: none"> <li>Failure to attend faculty detention.</li> <li>Persistent poor behaviour in particular lesson.</li> <li>Refusing to be removed from lesson when code of conduct procedure has been followed.</li> <li>Walking away from a member of staff when being reprimanded.</li> <li>Persistent failure to meet uniform standards. (3 incidents following HOY detention)</li> <li>Interrupting other lessons</li> <li>Aggressive behaviour towards others.</li> <li>Removal from classroom more than 4 times</li> <li>Repeated use of bad language witnessed by staff.</li> <li>3 or more times late during the week.</li> <li>Eating outside of designated areas or littering the school site.</li> <li>Truancy from lesson</li> </ul>	Behaviour detention 60 minutes served with SLT on Friday evening.
		Home school contact made when administering detention student should also be informed as part of initial conversation.. Can be supported by HOY/SLT where appropriate
<b>C4</b>	<ul style="list-style-type: none"> <li>Severe poor/verbally aggressive attitude towards teaching staff leading to referral</li> </ul>	HOF or SLT Isolation
		<ul style="list-style-type: none"> <li>Student <b>must</b> be placed on Faculty Report to try to resolve issues in the first instance</li> </ul>
		Home school contact made via phone by adult logging incident,

C5	<ul style="list-style-type: none"> <li>• More than 4 behaviour detentions in the space of a half term.</li> <li>• Refusal to attend behaviour detention or poor behaviour in detention with SLT</li> <li>• Persistent poor conduct leading to behaviour detentions/referrals.</li> <li>• Refusal to comply with uniform policy</li> <li>• Truancy off site</li> <li>• Repeated removal from lessons</li> <li>• Smoking or being in possession of smoking paraphernalia</li> </ul>	<p>1 day internal exclusion/HOY/SLT isolation <b>(Referrals should be written the same day in order for sanctions to imposed in a timely manner.)</b></p> <p>Home school contact made by adult logging incident. Clarify what sanction will be using consequences grid. If unsure speak to pastoral team</p>
	<ul style="list-style-type: none"> <li>• Swearing at a member of staff.</li> <li>• Persistent refusal to comply with uniform policy</li> <li>• Fighting</li> <li>• Aggressive/dangerous behaviour</li> <li>• Bullying</li> <li>• Discriminatory abuse</li> <li>• Theft or vandalism of school or others' property</li> <li>• Bringing school into disrepute.</li> <li>• Repeated removal from lessons</li> </ul>	<p>1-5 days internal exclusion <b>(Referrals should be written the same day in order for sanctions to imposed in a timely manner.)</b></p> <p>Home school contact made by adult logging incident: followed up by exclusion manager when sanction confirmed.</p>
C6	<ul style="list-style-type: none"> <li>• Poor behaviour when internally excluded.</li> <li>• Refusal to be internally excluded</li> <li>• Persistent Disruptive Behaviour</li> <li>• Repeated removal from lessons</li> <li>• Extreme vandalism / Damage</li> <li>• Physical assault against pupil</li> <li>• Verbal abuse/threatening behaviour against adult</li> <li>• Bullying/ threatening behaviour against a pupil</li> <li>• Sexual Misconduct (C7- some more severe)</li> <li>• Theft</li> <li>• Malicious allegations made towards staff.</li> <li>•</li> </ul>	<p>Fixed term exclusion <b>Logs should be written the same day in order for sanctions to imposed in a timely manner.</b></p>
		<p>Home school contact made via letter from Headteacher and meeting held upon return with member of SLT.</p>
C7	<ul style="list-style-type: none"> <li>• Unsuccessful PSP</li> <li>• Possession of offensive weapon</li> <li>• Serious theft</li> <li>• Possession of or intent to supply illegal drugs.</li> <li>• Violence towards a member of staff.</li> <li>• Seriously endangering the health and Safety of others.</li> </ul>	<p>Supported Transfer/permanent exclusion</p>
		<p>Home school contact made via letter from headteacher/meeting with governors.</p>

#### C5 trigger points for Internal Exclusions (within a half term)

- 4x Lesson Removals or C3 + behaviours – Form tutor makes contact with parents to discuss.
- 5x lesson Removals or C3 + behaviours – HOY meets with parents – Form Tutor Isolation
- Further 3x Lesson Removals or C3+ behaviours – meeting with parents / SLT Link – automatic C5 IE
- Further 2 x Lesson Removal or C3 + behaviours– meeting with parents / Miss Johnson – Automatic C5 IE and consideration of 5 days IE in partner school.
- Further lesson or C3 + behaviour – Fixed term exclusion and meeting with Headteacher (repeated incidents of hitting final two triggers may lead to consideration of alternative provision or respite placement)

## Appendix B:

Classroom Code of Conduct:

**'Do as you are told' – The First Time!**

**If a student is not adhering to this fundamental expectation and/or is disrupting the learning of others the code of conduct will be deployed.**

- 1) Informal Warning/Reminder: Student informed that the numbers process will begin if behaviour does not improve.
- 2) Formal Warning: Initials and 1<sup>st</sup> number on board and student loses reward and is warned that further disruption will mean a seat move.
- 3) 2<sup>nd</sup> Number: Seat move within the classroom to act as a physical representation that the pupil is at risk of receiving a 20 minute subject teacher detention and faces possible removal from classroom.
- 4) If the student's behaviour improves, then no further sanctions are given, If the behaviour does not improve, the student will be sent to the faculty buddy **with a 40 minute detention** who will increase the detention to a **60 minute detention** if the student does not settle to work.

(When removed from the classroom students will be required to complete a reflective log which they should return to their class teacher along with an apology at the end of the lesson. Refusal to do this will lead to a 3 way discussion between HOF/ class teacher and student to resolve the issues.)

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Appendix C:



**RESPECT** allows us to Aspire and Achieve Together

We will strive for our students and staff to consistently display 7 habitual qualities and will promote this through teaching and learning experiences and extra - curricular opportunities.

**R**esilient:

**E**mpathic

**S**tudious

**P**resent and Punctual

**E**nthusiastic

**C**urious

**T**eam player

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