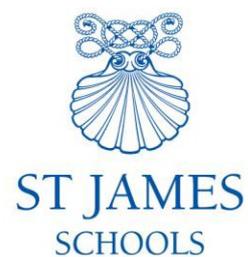


The Independent Educational Association Ltd.



Behaviour and Discipline Policy

St James Senior Boys' School

January 2021

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1 Aims

- 1.1 This is the behaviour and discipline policy of St James Senior Boys' School (**School**).
- 1.2 The aims of this policy are as follows:
 - 1.2.1 to promote good behaviour amongst pupils;
 - 1.2.2 to actively promote and safeguard the welfare of pupils at the School and to protect all who come into contact with the School from harm;
 - 1.2.3 to ensure, so far as possible, that every pupil in the School is able to benefit from and make his full contribution to the life of the School, consistent always with the needs of the School community;
 - 1.2.4 to set out clear and fair process for the proper investigation of allegations of poor behaviour and/or breaches of discipline;
 - 1.2.5 to encourage pupils to accept personal responsibility for their behaviour, and develop the use of reason;
 - 1.2.6 to set out the sanctions adopted by the School in the event of pupil misbehaviour;
 - 1.2.7 to help create a culture of safety, equality and protection.

2 Scope and application

- 2.1 This policy applies to the whole School.
- 2.2 This policy (together with the School rules and all School policies on behaviour and discipline) applies to all pupils at the School and at all times when a pupil is:
 - 2.2.1 in or at School;
 - 2.2.2 representing the School or wearing School uniform;
 - 2.2.3 travelling to or from School;
 - 2.2.4 on School-organised trips;
 - 2.2.5 associated with the School at any time.
- 2.3 This policy shall also apply to pupils at all times and places in circumstances where failing to apply this policy may:
 - 2.3.1 affect the health, safety or well-being of a member of the School community or a member of the public;
 - 2.3.2 have repercussions for the orderly running of the School; or
 - 2.3.3 bring the School into disrepute.

3 Regulatory framework

- 3.1 This policy has been prepared to meet the School's responsibilities under:
 - 3.1.1 Education (Independent School Standards) Regulations 2014;
 - 3.1.2 Education and Skills Act 2008;

3.1.3 Childcare Act 2006;

3.1.4 Data Protection Act 2018 and General Data Protection Regulation (GDPR); and

3.1.5 Equality Act 2010.

- 3.2 This policy has regard to the following guidance and advice:
- 3.2.1 Working together to safeguard children 2018 (DfE, February 2019);
 - 3.2.2 Information sharing advice for safeguarding practitioners (DfE, July 2018);
 - 3.2.3 Behaviour and discipline in schools (DfE, January 2016);
 - 3.2.4 Use of reasonable force (DfE, July 2013);
 - 3.2.5 Searching, screening and confiscation: advice for schools (DfE, January 2018);
 - 3.2.6 Mental health and behaviour in schools (DfE, November 2018);
 - 3.2.7 Relationships education, relationships and sex education and health education (DfE, June 2019);
 - 3.2.8 Sexual violence and sexual harassment between children in schools and colleges (DfE, May 2018); and
 - 3.2.9 Keeping children safe in education (DfE, September 2020) (**KCSIE**).
- 3.3 The following School policies, procedures and resource materials are relevant to this policy:
- 3.3.1 acceptable use policy for pupils;
 - 3.3.2 anti-bullying policy
 - 3.3.3 policy on smoking, alcohol and the misuse of drugs and substances
 - 3.3.4 e-safety policy;
 - 3.3.5 risk assessment policy for pupil welfare;
 - 3.3.6 safeguarding and child protection policy;
 - 3.3.7 policy on special educational needs and learning difficulties;
 - 3.3.8 school rules;
 - 3.3.9 staff code of conduct;
 - 3.3.10 relationships and sex education policy
 - 3.3.11 expulsion and removal: review procedure

4 Publication and availability

- 4.1 This policy is published on the School website.
- 4.2 This policy is available in hard copy on request.
- 4.3 This policy can be made available in large print or other accessible format if required.

5 Definitions

- 5.1 Where the following words or phrases are used in this policy:
 - 5.1.1 References to the **Proprietor** are references to the Board of Governors.

- 5.1.2 References to **working days** mean Monday to Friday, when the School is open during term time. The dates of terms are published on the School's website. In the event that the application of this definition is likely to introduce excessive delays, due to intervening School holidays, the School's approach is to take sensible and reasonable steps so as to minimise any hardship or unfairness arising from such delays.
- 5.1.3 References to the **Head** are references to the Head and may include deputies.
- 5.1.4 References to **Parent** or **Parents** includes one or both of the parents, a legal guardian or education guardian.
- 5.1.5 References to the **Review** are to the review by the panel of the Head's decision in accordance with the expulsion and removal: review procedure.

6 Responsibility statement and allocation of tasks

- 6.1 The Proprietor has overall responsibility for all matters which are the subject of this policy.
- 6.2 To ensure the efficient discharge of its responsibilities under this policy, the Proprietor has allocated the following tasks:

Task	Allocated to	When / frequency of review
Keeping the policy up to date and compliant with the law and best practice	James Johnson Designated Safeguarding Lead	As required, and at least yearly
Monitoring the implementation of the policy, relevant risk assessments and any action taken in response and evaluating effectiveness	James Johnson Designated Safeguarding Lead	As required, and at least termly
Maintaining up to date records of all information created in relation to the policy and its implementation as required by the GDPR	James Johnson the Designated Safeguarding Lead	As required, and at least termly
Seeking input from interested groups (such as pupils, staff, Parents) to consider improvements to the School's processes under the policy	James Johnson Designated Safeguarding Lead	As required, and at least annually
Formal annual review	Proprietor	Annually

7 Promoting good behaviour

- 7.1 Pupils are educated about good behaviour through the operation of the School's curriculum, PSHE programme and the School's pastoral support systems. Pupils are encouraged to act responsibly and, through the operation of this policy, to accept responsibility for their behaviour.
- 7.2 The School understands that rewards can be more effective than punishment in motivating pupils. The ways in which the School may reward good behaviour are set out in Appendix 1.
- 7.3 The School recognises that where challenging behaviour is related to a pupil's disability, use of positive discipline and reward methods may enable the School to manage the pupil's behaviour more effectively and improve their educational outcomes.

8 Minor breaches of discipline

- 8.1 The School has pastoral support systems in place to assist pupils in managing their behaviour. A range of sanctions are available for those who breach the School rules and policies for behaviour and discipline.

- 8.2 Allegations, complaints or rumours of minor breaches of discipline are dealt with by staff as they occur. Staff may carry out informal interviews with the pupils involved. Low level sanctions may be given (see Appendix 2 for details of possible sanctions).
- 8.3 In addition to the particular sanctions set out in Appendix 2, the Head may prescribe and authorise the use of such other sanctions as comply with good education practice and promote good behaviour and compliance with the School rules.
- 8.4 When considering the appropriate sanction, the risks posed to pupil welfare by an individual's behaviour will be assessed. This may include consideration of how any action taken, sanctions applied or inaction may affect that individual's welfare and, where appropriate, how it may affect other pupils' welfare and / or the School community as a whole.

9 Serious breaches of discipline

- 9.1 Allegations, complaints or rumours of serious breaches of discipline should be referred to the Head.
- 9.2 The main categories of misconduct which are likely to be considered to be serious breaches of discipline and which may therefore result in expulsion or a requirement to leave the School include but are not limited to:
- 9.2.1 supply which means providing or sharing (whether or not for money or other consideration) or facilitation of supply e.g. sale, exchange or sharing (which include promotion/advertisement or facilitating supply) / possession / use of drugs and solvents or their paraphernalia or substances intended to resemble them, or alcohol or tobacco as prohibited by the school policy on smoking, drugs and substances;
 - 9.2.2 actual or attempted theft, blackmail, physical violence, intimidation, racism or prejudiced based bullying or other potentially criminal offences including being an accessory or conspirator;
 - 9.2.3 physical or emotional abuse or harassment;
 - 9.2.4 harmful sexual behaviour including sexual violence and sexual harassment;
 - 9.2.5 harmful/inappropriate sexual behaviour including sexual violence and sexual harassment and upskirting;
 - 9.2.6 supply or possession of pornography;
 - 9.2.7 behaviour which may constitute a criminal offence, such as:
 - (a) possession or use of unauthorised firearms or other weapons;
 - (b) vandalism, defacement and/or destruction of school property;
 - 9.2.8 persistent attitudes or behaviour which are inconsistent with the School's ethos;
 - 9.2.9 other misconduct which affects the welfare of a member or members of the School community or which brings the School into disrepute (single or repeated episodes) on or off School premises;
 - 9.2.10 other misconduct specifically provided for in the School's parent contract and School rules.

9.3 The range of sanctions for serious breaches of discipline include:

9.3.1 **Suspension:** a pupil may be sent or released home for a limited period either as a disciplinary sanction or as a neutral act pending the outcome of an investigation or pending a Review. A pupil may also be internally suspended, where he is removed from normal lessons for a fixed period of time but remains on school grounds supervised by a responsible adult.

9.3.2 **Removal:** the parents may be required to remove a pupil from the School if, after consultation with the Parents and, if appropriate, the pupil, the Head is of the opinion that:

- (a) the pupil has committed a breach or breaches of School rules or discipline for which removal is the appropriate sanction; or
- (b) by reason of the pupil's conduct, behaviour or progress, the pupil is unwilling or unable to benefit sufficiently from the educational opportunities and / or the community life offered by the School; or
- (c) one or more of the Parents have treated the School or members of its staff or any member of the School community unreasonably.

In these circumstances, and at the sole discretion of the Head, the Parents may be permitted to withdraw the pupil as an alternative to removal being required.

9.3.3 **Expulsion:** a pupil may be expelled from the School for a serious breach of discipline as defined in 9.3, suspected criminal offences and for the avoidance of doubt, for persistent lower level breaches.

9.4 An allegation, complaint or rumour of a serious breach of discipline will be investigated in accordance with the procedures set out in Appendix 3.

9.5 If the findings of the investigation support the allegation, complaint or rumour of a serious breach of discipline, a disciplinary meeting will be held in accordance with the procedures set out in Appendix 4.

9.6 The Head is required to act fairly and in accordance with the principles of natural justice and will ensure that where a pupil's place at the School is at risk, the Parents and the pupil are provided with sufficient information about the allegations to understand them and the factual findings made in the investigation; and will have an opportunity to make representations about:

9.6.1 the factual findings made;

9.6.2 whether or not they constitute serious misconduct; and.

9.6.3 the sanctions under consideration.

9.7 Sanctions imposed will be fair and proportionate to the breach.

9.8 If a pupil is withdrawn from the School before the conclusion of disciplinary procedures, the School reserves the right to complete the procedures, in the absence of the pupil and the Parents if necessary, and to make appropriate findings. The School reserves the right to report these findings to regulators and/or local authorities/police and/or refer to such disciplinary action in references provided for the pupil.

10 Parent involvement

10.1 The School seeks to work in partnership with Parents over matters of discipline, and it is part of the Parents' obligations to the School to support the School conventions and rules.

10.2 Parents will normally be informed as soon as reasonably practicable of any suspicion that their child has been involved in serious misconduct but may be prevented from doing so

immediately e.g. by the police if they are involved.

- 10.3 All Parents will be notified of any pending disciplinary hearing in accordance with paragraph 9.6.
- 10.4 Parents will be notified of disciplinary sanctions:
- 10.4.1 imposed for significant minor breaches of discipline (i.e. gating or more serious sanctions or persistent minor breaches such as demerits); and those
 - 10.4.2 imposed for serious breaches of discipline and any rights of review;
 - 10.4.3 as required and/or within School reports.
- 10.5 Parents will be consulted about the child's conduct and the application of this policy to their child where the School considers, in its professional judgement, that these give rise to significant concern about pupil welfare.

11 Additional needs

- 11.1 The In respect of a pupil with a disability as defined by the Equality Act 2010, the School will make such adjustments to this policy and its implementation as it is reasonable to have to make to avoid substantial disadvantage to the pupil. In making such adjustments and considering the action to be taken under this policy (as adjusted), the School will have regard to the following:
- 1.1.2 whether reasonable steps have been taken to understand and address the pupil's educational and or other needs or vulnerabilities;
 - 1.1.3 whether all reasonable adjustments have been made to try to manage the behaviour(s) which are under consideration;
 - 1.1.4 Whether in the light of the conclusions in respect of 11.1.1 and 11.1.2, the action to be taken under this policy is a proportionate means of achieving one or more of the School's legitimate aims, which include:
 - (a) ensuring that education, benefits, facilities and services are targeted at those who most need them;
 - (b) the fair exercise of powers;
 - (c) ensuring the health and safety of pupils and staff, in light of clearly identified risks (with due attention to the potential need to refer concerns arising externally as required under the School's [• safeguarding and child protection policy and procedures]);
 - (d) maintaining academic and behaviour standards; and
 - (e) ensuring the wellbeing and dignity of pupils.
- 11.2 If there is a concern that a pupil's behaviour is as a result of unmet educational or other needs, advice should be sought from the Head/SENDCO and further action in accordance with the School's policy on special educational needs will be considered.

12 Safeguarding

12.1 Some behaviour by a pupil towards another may be of such a nature that safeguarding concerns are raised. Safeguarding issues can manifest themselves via peer on peer abuse. This includes, but is not limited to:

12.1.1 bullying (including cyber-bullying and prejudice- based bullying);

12.1.2 physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm;

12.1.3 sexual violence and sexual harassment;

12.1.4 upskirting and/or attempts to commit upskirting;

12.1.5 sexting (also known as youth produced sexual imagery); and

12.1.6 initiation / hazing type violence and rituals.

12.2 The School's policy and procedures with regard to peer on peer abuse are set out in the School's safeguarding and child protection policy and procedures. If behaviour and discipline matters give rise to a safeguarding concern, the procedures in the School's safeguarding and child protection policy and procedures will be followed.

13 Malicious allegations against staff

13.1 Where a pupil makes an accusation against a member of staff and there is reasonable suspicion that the accusation has been deliberately invented or malicious, the Head will consider whether to take disciplinary action in accordance with this policy.

13.2 Where a Parent has made a deliberately invented or malicious allegation the Head will consider whether to require that Parent to remove their child or children from the School on the basis that they have treated the School or a member of staff unreasonably and compromised the requirement for mutual trust and confidence.

13.3 The School will consider a malicious allegation to be one where there is sufficient evidence, on the balance of probabilities, to disprove the allegation and that, by the same test, there has been a deliberate act to deceive.

14 Use of reasonable force

14.1 Any use of force by staff will be reasonable, proportionate and lawful. Reasonable force will be used as set out in Appendix 5. More detailed guidance about the use of reasonable force is provided to staff in the Staff code of conduct.

14.2 Corporal punishment is not used at the School and force is never used as a form of punishment.

15 Searching pupils

15.1 **Informed consent:** school staff may search a pupil or his possessions or accommodation with their consent for any item. If a member of staff suspects that a pupil has a banned item

in his possession, they can instruct the pupil to turn out his pockets or bag. If the pupil refuses, sanctions will be applied in accordance with this policy.

- 15.2 **Searches without consent:** the Head, and staff authorised by the Head, may search a pupil or a pupil's possessions, without their consent, where they have reasonable grounds for suspecting that a pupil has a prohibited item in their possession. Please see Appendix 6 for the School's policy on searching and confiscation and the definition of prohibited items.

16 Training

- 16.1 The School ensures that guidance and training is arranged on induction and at regular intervals thereafter so that staff and volunteers understand what is expected of them by this policy and have the necessary knowledge and skills to carry out their roles.
- 16.2 The level and frequency of training depends on role of the individual member of staff.
- 16.3 The School maintains written records of all staff training.

17 Risk assessment

- 17.1 Where a concern about a pupil's welfare is identified, the risks to that pupil's welfare will be assessed and appropriate action will be taken to reduce the risks identified.
- 17.2 The format of risk assessment may vary and may be included as part of the School's overall response to a welfare issue, including the use of individual pupil welfare plans (such as behaviour, healthcare and education plans, as appropriate). Regardless of the form used, the School's approach to promoting pupil welfare will be systematic and pupil focused.
- 17.3 The Head has overall responsibility for ensuring that matters which affect pupil welfare are adequately risk assessed and for ensuring that the relevant findings are implemented, monitored and evaluated.
- 17.4 Day to day responsibility to carry out risk assessments under this policy will be delegated to the Deputy Head who has been properly trained in, and tasked with, carrying out the particular assessment.

18 Record keeping

- 18.1 All records created in accordance with this policy are managed in accordance with the School's policies that apply to the retention and destruction of records.
- 18.2 A record is kept of sanctions imposed for serious misbehaviour. The record includes:
- 18.2.1 the name and year group of the pupil concerned;
 - 18.2.2 the nature and date of the offence;
 - 18.2.3 the sanction imposed and reason for it; and
 - 18.2.4 the name of the person imposing the sanction.
- 18.3 This record is reviewed regularly by the Heads of Year so that patterns in behaviour can be identified and managed appropriately.
- 18.4 The records created in accordance with this policy may contain personal data. The School has a number of privacy notices which explain how the School will use personal data about pupils and parents. The privacy notices are published on the School's website. In addition,

staff must ensure that they follow the School's data protection policies and procedures when handling personal data created in connection with this policy. This includes the School's data protection policy.

19 COVID-19 Addendum

- 1.2 Changes to normal rules and routines, in accordance with government guidance relating to the COVID-19 outbreak, are contained in the SJSJ Pupil Guidance for full re-opening: September 2020 and any subsequent communication to parents in relation to the changing pandemic situation. Sanctions may be issued in accordance with the school rules and this policy (see Appendix 7) for wilful refusal to comply.

20 Version control

Date of adoption of this policy	25 January 2021
Date of last review of this policy	January 2021
Date for next review of this policy	August 2021
Policy owner (SMT)	D Brazier/J Johnson

Appendix 1 Rewards

Years 7 to 10

In years 7 and 8 each boy receives a merit card. Each card has 60 squares in which the teacher can write their initials to give the boy a merit. Merits will be awarded by the teachers according to existing criteria: achievement, effort, service to the school, etc. Merit Points will be collected on a weekly basis and a note taken of how many points a boy has received. This is done by the Form Teacher.

Award Certificates and Prizes

These are given out by the Head of Lower School at the Lower School Assemblies which take place twice half-termly.

Bronze

The Bronze Merit Award is given to boys who achieve 20 merits or more over the course of one term.

Silver

The Silver Merit Award is given to boys who achieve 40 merits or more over the course of one term.

Gold

The Gold Merit Award is given to boys who achieve 60 merits or more over the course of one term.

Platinum

The Platinum Merit Award is given to boys who achieve 120 merits or more over the course of one term. Any boy who achieves the platinum award also receives a gift voucher between £5 and £10. This award is given out by the Headmaster at the end of term assembly.

Biggest Movers Prize

The boy in each form, who has achieved the biggest change from one Lower School assembly to the next, receives a chocolate bar.

Merit Lottery

During the twice half-termly assemblies, the Head of Year runs a Merit Lottery. For each merit that the boy receives they also receive a number/ticket.

A number is picked out at random from all the numbers in the Lower School.

2nd and 3rd place receive chocolate bars.

The winner receives a £5 gift voucher.

The more merits a boy achieves, the greater their chance of winning the lottery.

House Competition

Rewards will be offered as part of a junior-school house competition. The house that wins the most points will be rewarded with a trip out towards the end of each term.

Subject teachers and Form teachers will be able to recommend boys for special Head Master's commendation on an occasional basis.

Year 11

Year 11 are rewarded through Quality of Work Awards and awards at Speech Day and in Assemblies.

Appendix 2 Sanctions

The fundamental principle behind the approach to behaviour at St James Senior Boys' School is that whatever the cause of poor conduct and anti-social behaviour, every boy is given an opportunity to make a conscious decision to change and improve his behaviour.

There is flexibility within this system to allow teachers to use their judgement when dealing with minor or persistent offences. Tasks, impositions or detentions may be imposed by individual members of staff providing the form teacher is informed and such sanctions do not adversely affect other school activities or cause problems for parents.

First Reprimand

- A. If a pupil behaves in such a way as to contravene the School rules he receives a first reprimand and a clear verbal warning.
- B. The pupil's name can be written on the white board if staff members find this useful.
- C. This is to give the pupil a choice and an opportunity to change unacceptable behaviour.
- D. A blanket warning of the whole class should not be counted as a first reprimand.

1. Formal Warning (Yellow Card).

- A. If the same offence is repeated within a defined period, the offender receives a formal warning, known as a Yellow Card.
- B. The teacher informs the boy that he has received a Yellow Card, reminding him of the offence and giving him a further opportunity to exercise a choice based on reason.
- C. A yellow slip is filled in and put in the form teacher's tray in the Staff Room. The Form Teacher keeps a record of Yellow Slips issued.

2. Red Card

- A. If the same offence is repeated a third time, a Red Card is issued which results in the imposition of a sanction: usually a detention.
- B. At this point the pupil should be asked to leave the lesson with their work and report to one of the Heads of Year, via the Reception. They will be found a place to work in silence.
- C. The Head of Year will resolve all disputes relating to Red Cards, or refer such disputes to the Headmaster.
- D. Red Card slips, kept in the Staff Room, are filled in by the issuing teacher. They are placed in the Form Teacher's tray. They are then signed by the Form Teacher and passed to the Head of Year.
- E. A pupil accumulating five Yellow Cards within the space of one term will also receive a Red Card.

Straight Red Cards

A few offences merit a **straight Red Card**, without the warning system. These 'Zero Tolerance' offences include:

- fighting
- swearing or offensive language
- deliberately damaging school property or the property of another person
- unsafe behaviour
- stealing
- serious anti-social behaviour
- improper use of mobile devices and the internet
- **bullying** (see Anti-Bullying policy)
- cheating in an examination

More serious versions of these offences will be dealt with in accordance with section 9 of this policy.

A Red Card will usually result in a detention, the length of which, depending on the nature of the offence, will be determined by the Heads of Year.

Some more serious offences will warrant a Saturday detention. Failure to attend a Red Card detention without good reason will also result in a Saturday detention.

Failure to attend a Saturday detention without good reason will usually result in a Suspension.

Three Red Card offences in one term will result in a two hour Saturday detention. Four, in a further Saturday detention and five, in a Suspension.

The decision of what punishment to apply is made by the Head of Year, in consultation with all parties concerned. The Head has ultimate discretion over punishments/sanctions.

- 5 Yellow cards in a Term = 1 Red
- 5 Red in a Term = Suspension
- All cards are cleared every Term
- The Headmaster will judge all matters relating to Suspension
- Four Suspensions in the career of a boy may result in Removal from St James, in accordance with section 9 of this policy

Reflection

During Red Card detention the pupil will be given a 'Reflection Sheet' to complete. This requires him to acknowledge his offence and to consider how he might change his behaviour in order to avoid committing a similar offence in the future. This is given to the Form Teacher and placed on the pupil's file.

At the Saturday Detention the pupil will also be provided with a reflection task and a work book to complete.

Disciplinary power of prefects

Staff members in the Senior Boys' School are supported by Prefects, who are managed by the Head of 6th Form.

Prefects are given a limited authority over younger boys and have access to sanctions, break detention and Yellow Cards which are operated in conjunction with the Heads of Year.

Multiple suspensions in a pupil's career

First Suspension

A first suspension arising for the accumulation of five Red Cards within one term is likely to result in a one or two-day suspension, and a formal listing in the Headmaster's Punishment Book. This book is reserved for serious offences and suspensions.

The length of a suspension for any other reason is at the Headmaster's discretion.

Second Suspension

A second suspension arising for any reason, including the accumulation of five Red Cards within one term, is likely to result in a four day suspension. A formal listing will be made in the Headmaster's Punishment Book.

A first and/or second suspension may be served internally. See section 9.3.1.

Third Suspension

A third suspension for any reason, including the accumulation of five Red Cards within one term, will result in a suspension of at least one week, but no more than two weeks. A formal listing will be made in the Headmaster's Punishment Book.

Fourth Suspension

Should a pupil face a fourth suspension, for any reason including the accumulation of five Red Cards in a term, a disciplinary meeting will be held in accordance with the procedures in Appendix 4 and the pupil will be removed from the School. In these circumstances, and at the sole discretion of the Head, the Parents may be permitted to withdraw the pupil as an alternative to Removal being required. A formal listing will be made in the Headmaster's Punishment Book. See Expulsion and Removal: Review Procedure for more information.

Appendix 3 Investigations into serious breaches of discipline

- 1 The Head will appoint a senior member of staff to carry out an investigation of an allegation complaint or rumour of serious breaches of discipline, but if appropriate, the Head may investigate matters themselves or instruct a third party to undertake the investigation. The purpose of such an investigation is to make findings on the balance of probabilities, where possible, as to what has happened.
- 2 If the pupil is to be interviewed as part of the investigation, consideration will be given as to whether the pupil should be accompanied by a Parent or member of staff and in any event a note of the interview will be made by the interviewing member of staff.
- 3 A pupil may be suspended from the School as a neutral act pending the outcome of a disciplinary process. Should a suspension continue for a period of more than five School days, the School will take reasonable steps to put in place arrangements to ensure the continuing education of the pupil and will keep the terms of the suspension under regular review. Parents should note that there may be a delay in providing work whilst teaching staff are given the opportunity to determine what work should be set. Alternatively, the pupil may be offered a segregated regime on School premises.
- 4 A pupil's space or, following appropriate risk assessment, belongings may be searched during the course of the investigation. See Appendix 6 of this policy for the School's policy on searching and confiscation.
- 5 It may be necessary to delay an investigation or put it on hold, for example where external agencies such as the police or social services are involved and have recommended this. A decision to suspend an investigation will take into account advice from appropriate external agencies and will be subject to periodic review. In relation to alleged sexual violence or sexual harassment, the School will have regard to the DfE guidance Sexual violence and sexual harassment between children in schools and colleges (May 2018) and the School's designated safeguarding lead (or a deputy) will take a leading role on decisions.
- 6 If considered necessary, the School may make arrangements for legal representation for the pupil to be funded entirely at the Parents' expense. Regardless of delays caused by a police or other external agency investigation, the School will provide appropriate pastoral and other support for all pupils affected by the allegations under investigation while they remain on the school roll.
- 7 The outcome of the investigation, where delegated to a member of staff or other third party will be reported to the Head. If the findings of the investigation appears to support the allegation, complaint or rumour, a disciplinary meeting will then be convened in accordance with the procedures in Appendix 4 of this policy.

Appendix 4 Disciplinary meeting with the Head

- 1 Where the findings of the investigation into an allegation, complaint or rumour of a serious breach of discipline appears to support the allegation, complaint or rumour, a disciplinary meeting with the Head will take place.
- 2 **Attendance**
 - 2.1 The pupil and his Parents (if available) will be asked to attend the disciplinary meeting with the Head. The pupil may also be accompanied by a member of staff of his choice. Where the complaint concerns the behaviour of the Parents, the pupil will not generally be expected to attend the meeting and this procedure applies to the Parents only.
 - 2.2 The person who undertook the investigation will be in attendance to explain the circumstances of the complaint and his investigation and an additional member of staff will be present to minute the meeting.
 - 2.3 If the Parents or the pupil have any special needs or disability which call for additional facilities or adjustments (e.g. parking or the provision of documents in large print or other accessible format) those requirements should be made known to the Head so that appropriate arrangements can be made.
 - 2.4 If a Parent is unable to attend because of, for example, travel and working commitments, the School will make reasonable alternative arrangements to ensure the Parent can be involved, remotely if necessary, with the disciplinary process and their child's education.
- 3 **Meeting**
 - 3.1 Documents available at the disciplinary meeting with the Head may include:
 - 3.1.1 a statement setting out the allegations regarding the pupil or, where applicable, the Parents;
 - 3.1.2 written statements and notes of the evidence supporting the allegations, and any relevant correspondence;
 - 3.1.3 the investigation report;
 - 3.1.4 the pupil's school file and (if separate) conduct record;
 - 3.1.5 the relevant School policies and procedures.
 - 3.2 The Head will inform the pupil and his Parents of the range of disciplinary sanctions which the Head considers are open to them.
 - 3.3 The pupil and his Parents will have an opportunity to make representations on:
 - 3.3.1 the investigator's findings;
 - 3.3.2 whether they constitute serious misconduct; and
 - 3.3.3 the appropriate sanction to be imposed.
 - 3.4 Unless the Head considers that further investigation is needed, he will close the meeting and inform the pupil and the Parents that they will be notified of his decision in writing.

4 Decision

- 4.1 The Head will consider whether the allegation, complaint or rumour has been sufficiently proved. The standard of proof shall be the civil standard, i.e. the balance of probabilities. The pupil's disciplinary record will be taken into account where the complaint concerns the conduct of the pupil.
- 4.2 The Head may expel or remove a pupil or impose any other sanction he considers to be appropriate in accordance with this policy.
- 4.3 The Head will notify the Parents of his decision in writing, with reasons, within three working days after the disciplinary meeting.
- 4.4 A decision to expel or remove a pupil shall take effect five working days of the date of the Head's letter confirming his decision. Until then, the pupil shall remain suspended and away from School premises.

5 Review

- 5.1 The Parents or the pupil may request a Review of the Head's decision to expel or remove a pupil from the School. The request must be made within five working days of the date of the Head's letter confirming his decision.
- 5.2 If such a request is made, the pupil shall remain suspended until the Review has taken place and either the sanction is upheld or a reconsidered decision made.
- 5.3 See the expulsion and removal: review procedure for further information about requesting a Review and the detail of the procedure.

6 Leaving status

- 6.1 If a pupil is expelled or removed, his leaving status will be one of the following: expelled, removed or, if the offer is made by the Head and accepted by the Parents, withdrawn by parents.
- 6.2 Additional points of leaving status may include:
 - 6.2.1 the form of letter which will be written to the Parents and the form of announcement in the School;
 - 6.2.2 the form of reference which will be supplied for the pupil;
 - 6.2.3 the entry which will be made on the School record and the pupil's status as a leaver;
 - 6.2.4 arrangements for transfer of any course and project work to the pupil, his Parents or another school;
 - 6.2.5 whether (if relevant) the pupil will be permitted to return to School premises to sit public examinations;
 - 6.2.6 whether (if relevant) the School can offer assistance in finding an alternative placement for the pupil;
 - 6.2.7 whether the pupil will be entitled to leavers' privileges;
 - 6.2.8 the conditions under which the pupil may re-enter School premises in the future; and

- 6.2.9 **financial aspects:** payment of any outstanding fees and extras; whether the deposit will be returned or credited; any refund of prepaid fees.

Appendix 5 Use of reasonable force

- 1 There are circumstances when it is appropriate for staff to use reasonable force to safeguard pupils. Any use of reasonable force will be in accordance with the DfE guidance Use of reasonable force (DfE, July 2013).
- 2 Reasonable force may be used to prevent a pupil from doing or continuing to do any of the following:
 - 2.1 committing a criminal offence;
 - 2.2 injuring themselves or others;
 - 2.3 causing damage to property, including their own;
 - 2.4 engaging in any behaviour prejudicial to good order and discipline at the School or among any of its pupils, whether that behaviour occurs in a classroom or elsewhere.
- 3 In these circumstances, force will be used for two main purposes: to control pupils or to restrain them. Reasonable force may be used, for example, to restrain a pupil at risk of harming themselves or another individual or to prevent a pupil leaving a classroom where allowing him to do so would risk his safety or lead to behaviour that disrupts the behaviour of others.
- 4 In addition, reasonable force may be used to conduct a search for certain "prohibited items" (see Appendix 6 below).
- 5 In these circumstances, 'reasonable' means using no more force than is needed.
- 6 In deciding whether reasonable force is required, the needs and particular vulnerabilities of individual pupils will be considered and reasonable adjustments will be made for pupils with special educational needs or disabilities. The School will establish proactive and positive behaviour support strategies for pupils with particular needs, in consultation with their parents, to reduce the occurrence of challenging behaviour and the need to use reasonable force.
- 7 Where reasonable force is used by a member of staff, the Deputy Head must be informed of the incident and it will be recorded in writing. The pupil's Parents will be informed about serious incidents involving the use of force.

Appendix 6 Searching and confiscation

1 All schools have a general power to impose reasonable and proportionate disciplinary measures (Education and Inspections Act 2006). This enables a member of staff to confiscate, retain or dispose of a pupil's property as a disciplinary penalty where it is reasonable to do so.

2 The School's policy on searching and confiscation has regard to the DfE guidance Searching, screening and confiscation: advice for schools (DfE, January 2018).

3 Prohibited items

3.1 The following are "prohibited items" under Section 550ZA(3) of the Education Act 1996 and Regulation 3 of the Schools (Specification and Disposal of Articles) Regulations (SI 2012/951):

3.1.1 knives or weapons, alcohol, illegal drugs and stolen items;

3.1.2 tobacco and cigarette papers, vaping equipment, fireworks and pornographic images;

3.1.3 any article that a member of staff reasonably suspects has been, or is likely to be used:

(a) to commit an offence; or

(b) to cause personal injury to, or damage to the property of, any person (including the pupil); and

3.1.4 any item banned by the School rules that are identified as being items which may be searched for

3.2 The School has banned these items as it reasonably believes them to be likely to cause harm or disruption. Pupils must not have these items in their possession on School premises or at any time when they are in the lawful charge and control of the School (for example on an educational visit).

4 Searching with consent

4.1 Before any search is undertaken the pupil will usually be asked to consent. In seeking consent, the age and maturity of the pupil will be taken into account together with any special needs the pupil may have. Written consent will not usually be required. If items are "prohibited items" as listed in section 3 above, the School is not required to seek consent, but the pupil will be asked in any event. Where a pupil is not deemed to have sufficient maturity or understanding or to be fit to give informed consent themselves, then consent will be sought from a parent.

4.2 The consent of the pupil must be obtained for searches for items that are not "prohibited items" as listed in section 3 above. The consent of the pupil must be sought even if he is not at the School at the time.

4.3 If the pupil refuses to provide consent disciplinary action may be taken in accordance with the School's behaviour and discipline policy.

5 Searching for prohibited items

5.1 Where the Head or an authorised member of staff has reasonable grounds to suspect that a pupil may have a prohibited item, consent is not required and the search can be carried out, using reasonable force if necessary (such force may not be used in searches for items included in 3.1.4 above).

- 5.2 Searches will be carried out on School premises or, if elsewhere, where the member of staff has lawful control or charge of the pupil, for example on an educational visit or in training settings.
- 5.3 If it is believed that a pupil has a prohibited item, it may be appropriate for a member of staff to carry out:
- 5.3.1 a search of outer clothing; and / or
 - 5.3.2 a search of School property (e.g. pupils' lockers or desks); and / or
 - 5.3.3 a search of personal property (e.g. bag or pencil case).
- 5.4 Searches will be conducted in such a manner as to minimise embarrassment or distress. Searches of a pupil or their possessions will generally be carried out in the presence of the pupil and another member of staff. Where a pupil is searched, the searcher and the second member of staff present will be the same sex as the pupil.
- 5.5 Where it is reasonably believed that serious harm may be caused if the search is not carried out immediately and it is not practicable to summon the pupil, or another member of staff, a member of staff may carry out a search in any event.
- 5.6 Where the Head, or staff authorised by the Head, find anything which they have reasonable grounds for suspecting is a prohibited item, they may seize, retain and dispose of that item in accordance with this policy.

6 Confiscation

- 6.1 Under the School's general power to discipline, a member of staff may confiscate, retain or dispose of a pupil's property as a disciplinary penalty where it is reasonable to do so.
- 6.2 Confiscation of an item may take place following a lawful search, as set out above, or however the item is found if the member of staff considers it to be harmful or detrimental to School discipline.

7 Searching electronic devices

- 7.1 An electronic device such as a mobile phone or a tablet computer may be confiscated in appropriate circumstances in accordance with this policy. If there is good reason to suspect that the device has been, or could be used to cause harm, to disrupt teaching or break School rules, any data or files on the device may be searched and, where appropriate, data or files may be erased before the device is returned to its owner. Any search of an electronic device should be conducted in the presence of a member of the IT staff.
- 7.2 Any data or files will only be erased, if there is good reason to suspect that the data or files have been, or could be used to cause harm, to disrupt teaching or break School rules.
- 7.3 Subject to 7.4 below and the requirements set out in KCSIE if inappropriate material is found on an electronic device, the member of staff may delete the material, retain it as evidence of a breach of School discipline or criminal offence or hand it over to the police if the material is suspected to be evidence relevant to an offence.
- 7.4 Staff should not view or forward illegal images of a child. When viewing an image is unavoidable staff should follow the School's policy on sexting as set out in the Safeguarding and Child Protection Policy and Procedures.

8 Disposal of confiscated items

- 8.1 Alcohol: alcohol which has been confiscated will be destroyed.
- 8.2 Controlled drugs: controlled drugs will usually be delivered to the police as soon as possible. In exceptional circumstances and at the discretion of the Head or authorised member of staff, the drugs may be destroyed without the involvement of the police if there is good reason to do so. All relevant circumstances will be taken into account and staff will use professional judgement to determine whether the items can be safely disposed of. They will not be returned to the pupil.
- 8.3 Other substances: substances which are not believed to be illegal drugs but which are harmful or detrimental to good order and discipline may be confiscated and destroyed. Where it is not clear whether or not the substance seized is an illegal drug, it will be treated as though it is illegal and disposed of as above.
- 8.4 Stolen items: stolen items will usually be delivered to the police as soon as possible. However, if, in the opinion of the Head or authorised member of staff, there is good reason to do so, stolen items may be returned to the owner without the involvement of the police. This is likely to apply to items of low value, such as pencil cases.
- 8.5 Tobacco, cigarette papers or vaping equipment: tobacco, cigarette papers or vaping equipment will be destroyed.
- 8.6 Fireworks: fireworks will not be returned to the pupil. They will be disposed of safely at the discretion of the Head or other authorised member of staff.
- 8.7 Pornographic images: pornographic images involving children or images that constitute "extreme pornography" under section 63 of the Criminal Justice and Immigration Act 2008 will be handed to the police as soon as practicable. As possession of such images may indicate that the pupil is at risk of harm, the Designated Safeguarding Lead will also be notified and will decide whether to make a referral to children's social care.
- 8.8 Other pornographic images will also be discussed with the Designated Safeguarding Lead. The images may then be passed to children's social care for consideration of any further action. If no action is to be taken by the local authority the images will be erased after a note has been made for disciplinary purposes, confirming the nature of the material.
- 8.9 Article used to commit an offence or to cause personal injury or damage to property: such articles may, at the discretion of the Head or authorised member of staff taking all the circumstances into account, be delivered to the police, returned to the owner, retained or disposed of.
- 8.10 Weapons or items which are evidence of an offence: such items will be passed to the police as soon as possible.
- 8.11 An item banned under School rules: such items may, at the discretion of the School or authorised member of staff taking all the circumstances into account, be returned to its owner, retained or disposed of. Where staff confiscate a mobile electronic device that has been used in breach of School rules to disrupt teaching, the device will be kept safely until the end of the school day when it can be claimed by its owner, unless the Head considers it necessary to retain the device for evidence in disciplinary proceedings in accordance with 8.12 below. If a pupil persists in using a mobile electronic device in breach of School rules, the device will be confiscated and must be collected by a Parent.
- 8.12 Electronic devices: if it is found that a mobile phone, laptop or tablet computer or any other

electronic device has been used to cause harm, disrupt teaching or break School rules, including carrying out cyberbullying, the device will be confiscated and may be used as evidence in disciplinary proceedings. Once the proceedings have been concluded the device must be collected by a Parent and the pupil may be prohibited from bringing such a device onto School premises or on educational visits. In serious cases, the device may be handed to the police for investigation.

9 Communication with Parents

- 9.1 There is no legal requirement for the School to inform Parents before a search for banned or prohibited items takes place or to seek their consent to search their child and it will not generally be practicable to do so. In appropriate cases we will inform Parents on how the School will dispose of certain items.
- 9.2 We will keep a record of all searches carried out, including whether the search is with or without the consent of the pupil. The record will include details of any disposal of items confiscated.
- 9.3 Complaints about searching or confiscation will be dealt with through the School's parental complaints policy and procedures.
- 9.4 The School will take reasonable care of any items confiscated from pupils. However, unless negligent or guilty of some other wrongdoing causing injury, loss or damage, the School does not accept responsibility for loss or damage to property.

The following can be found in the pupil planner and is designed to give both staff and pupils an understanding of the common 'school rules'. The list is not finite and the final decision on both misdemeanour and reprimand lies with the Headmaster.

1. Registration

- 1.1 Pupils are expected in school, at their Form room, by 08:20
- 1.2 Arriving after 08:20 may be classified as 'Late'. A pupil arriving late three times in a week will receive a red card and Saturday detention.
- 1.3 Pupils must be in their form room for registration at 13:10 (13:00 on Friday). The above late rule applies.
- 1.4 No pupil may leave the School Grounds during School hours (08:20-15:55) unless special permission has been given. In cases where permission has been granted the student must sign out/sign in using the designated register in Reception. Failure to do this will result in red card and Saturday detention in the first instance.

2. Out of Lessons

- 2.1 All pupils should remain in class during lessons.
- 2.2 Any pupil out of class should be carrying an 'out of class' slip. This will be issued by the class teacher.
- 2.3 Matron is only available during break time except in exceptional circumstances at the discretion of the teacher. Matron will issue an 'out of class' slip if you are seen at another time.
- 2.4 Any Pupil found truant will receive a red card.

3. Bounds

- 3.1 Many areas are out of bounds and pupils are made aware of these areas. These include: The lake, playing fields marked with red flag, the 6th Form area, Headmasters stairs and corridor, music cells, areas around the astro turf, the moot yard.
- 3.2 Boys found out of bounds will receive a red card.

4. Food, Drink & Litter

- 4.1 No eating in classrooms or corridors. Pupils should not be eating/drinking whilst walking around School
- 4.2 All litter must be placed in bins provided.
- 4.3 Food must not be taken out of the Dining Hall.
- 4.4 Pupils may not bring their own food or drinks to school, including chewing gum.
- 4.5 Only water should be brought in to school.
- 4.6 Failure to follow the above will result in food and drink being confiscated and disposed of. A red card may be issued.

5. Property and lockers

- 5.1 Any valuables, including electronic devices and money, are brought into school at the pupils own risk. It is the responsibility of the pupil to ensure that such items are placed in a secure place. A locker is provided for every pupil.

- 5.2 Smart phones are not allowed in school. Any smartphone that is seen will be confiscated and handed in to reception for safe keeping. A parent will then be required to collect the smart phone at a convenient time.
- 5.3 Any other phones should not be used during the school day. Pupils caught using their phone will have the phone confiscated and receive a red card.
- 5.4 During PE and other extra-curricular activities, valuable items must be left in your locker.
- 5.5 Bags not required should be placed in lockers. Bags left unattended are liable to be removed to the Lost Property; repeat offenders may receive a red card.
- 5.6 No weapons or knives may be brought into school. Any incident of this nature will be taken very seriously and will be referred to the Headmaster.

6. Cigarettes, Alcohol & Drugs

- 6.1 No pupil should be in possession of any smoking materials (including 'vape pens' and e-cigarettes), alcohol or drugs.
- 6.2 Possession of any of the above will likely result in a suspension.
- 6.3 Any pupil found smoking (including vaping) or drinking, either in school, while undertaking school activities, or outside of school while in uniform, will be suspended.
- 6.4 Any involvement in drugs will be dealt with in line with the drugs policy. A pupil found using drugs, or on receiving a positive drugs test result, will be permanently excluded.

7. Personal Appearance

- 7.1 The school expects all pupils to present themselves in a smart manner, in keeping with the traditions of the school.
- 7.2 The school reserves the right to veto anything we deem inappropriate.
- 7.3 Boys in Years 7-11 will wear the following in School and on the journeys to and from School.
 - School blazer with embroidered badge pocket
 - Blue (Yr 7&8) / White (9 – 11) shirt with top button fastened.
 - Charcoal grey trousers.
 - Grey or black socks.
 - Black formal leather shoes (not suede or boots)
 - Authorised School/Colours tie.
 - Only a school jumper may be worn in Years 7-11. (V-neck, royal blue for Lower School, dark blue for Upper School.)
- 7.4 Year 11 wear a suit from the second term onwards. The suit should be black, blue or grey. With appropriate shirt, tie and formal shoes.
- 7.5 Jewellery of any type is not permitted. With the exception of religious items for which permission has been granted.
- 7.6 Clothes must be smart, clean and well cared for.
- 7.8 Shirts should be tucked in at the waist with top buttons done up and tie worn correctly.
- 7.9 Plain dark woollen hats may be worn outside only when the weather is very cold.
- 7.10 Artificial changes in hair colour or style (off ears and collar) are not permitted and may result in a pupil not being admitted to school until the hair is acceptable.
- 7.11 Persistent breaches of the uniform rules will likely to result in a red card. If there is no improvement in the uniform then the pupil may not admitted to school until the uniform issue has been resolved.

8. Personal appearance – PE

8 Boys in Years 7 – 11 should have the following for PE:

8.1 Winter and spring term

- St James rugby top, shorts and socks.
- Boots & trainers.
- House kit for Friday sports.
- St James tracksuit & dark under layers if cold.

8.2 Summer term

- St James cricket whites or white polo and shorts.
- White socks and trainers.
- House kit for Friday sports.

8.3 Fixtures

- Appropriate kit as above and St James tracksuit only. All pupils who are 'off games' are still required to bring and change into relevant PE kit for all PE & sports lessons. This is because they will still be expected, as far as possible, to take an active role in the lesson in some capacity.
- Any kit infringements will result in a warning, yellow and then red card. This will likely result in a detention in line with the school's discipline policy.

9. Language & interactions

9.1 Boys should use respectful and courteous language when in the school building.

9.2 When in the school building pupils should be aware of the volume of their voices, with no shouting allowed.

9.3 The school has a zero tolerance to swearing and poor language.

9.4 Any case of physical violence is unacceptable and will be dealt with seriously.

9.5 Breaches of the above are likely to result in a red card.

10. Classroom expectations

10.1 The teacher will set the expectations for their lesson and classroom. These may differ slightly from class to class, pupils are expected to follow the expectations of the teacher.

10.2 The minimum expectations are as follows:

10.2.1 Pay attention and only talk when given permission.

10.2.2 Arrive at lessons with the correct equipment.

10.2.3 Be courteous towards the teacher and your peers.

10.2.4 Complete work and homework to a high standard and on time.

10.2.5 Stand when a teacher or visitor enters the room.

10.2.6 For classroom behaviour the normal discipline system applies.