

THE LADDER OF CONSEQUENCE

In the Ladder of Consequence table, there are some examples of what the School considers to be misbehaviour together with a range of sanctions likely to be applied.

The list is not exhaustive. Sanctions will vary according to the nature and/or frequency of the unacceptable behaviour or offence. Some sanctions may be used in combination, e.g. student asked to report to a Year Manager and a letter home.

Sanctions are given a number according to the degree of seriousness (Consequences C1 to C6). Each stage indicates who is likely to be involved in dealing with a student but this may vary depending on circumstances. Students on Stage 4 may be at risk of exclusion if behaviour does not improve.

Red Line

The concept of the 'Red Line' signals to students that a member of staff has a serious concern about a student's behaviour and gives students the opportunity to change their behaviour before an incident escalates into something more serious.

Examples of when a 'Red Line' may be crossed are:

- use of foul, insulting or racist language;
- defiant behaviour;
- behaviour that is seriously disrupting the lesson and/or hindering the learning of others;
- behaviour that puts the health and safety of the student or others at risk;
- behaviour that has not improved despite previous sanctions and interventions.

When the 'Red Line' has been crossed, the teacher will make a referral to the Behaviour Team. The Behaviour Team consists of the Year Managers, their Senior Leadership Team (SLT) Line Managers and the Head and Deputy Head of the Behaviour Team. This means that the student will have to make his/her way to meet the Behaviour Team at the first available opportunity either at morning break, at lunch time or the next day's morning break.

An Immediate Referral to the Behaviour team (i.e. during lessons) will be made in the most serious cases.

The role of the Behaviour Team is to:

- investigate behavioural incidents;
- use just sanctions;
- assist students in reflecting on how they can improve their behaviour (reflection work).
- facilitate restorative meeting between teacher and student where appropriate;
- recommend further support.

Confiscation of articles

- Jewellery (other than wrist watches and, for girls, a single pair of small stud earrings) is not allowed in school. Any items of jewellery brought into school will be confiscated and will only be returned via parental request.
- Audio equipment and mobile phones are not to be switched on in the School, unless the teacher requests use of the equipment for learning purposes.
- All non-Kosher food will be confiscated and will not be returned. The same rule applies to chewing gum.
- Any illegal items will be confiscated and will be disposed of in the appropriate way. Prohibited items include: knives or weapons, alcohol, drugs (other than prescription drugs notified by the parents), stolen items, tobacco, tobacco-related products, fireworks, pornographic or other indecent images whether on electronic devices or otherwise, items that a staff member reasonably suspects have been or are likely to be used to commit an offence or cause personal injury or damage to property of any person.
- The School cannot accept responsibility for any lost or stolen items.

