



Rye College Policy

Policy Title:	Behaviour Management
Leadership Responsibility:	Deputy Headteacher
Review Body:	Head Teacher
Date:	November 2023
Review:	November 2024

Context

Rye College is part of the Aquinas Church of England Education Trust Limited (the Trust). At Rye College (the Academy), we value good behaviour to promote a learning community and ensure classrooms are effective learning environments. It is widely recognised that high-quality teaching, learning and assessment is the best way of improving behaviour. Our practices respect the diversity of our community, and we place positive relationships with students and their families at the centre of our behaviour management policy.

This document is a statement of the principles, practices and procedures the Academy has set in place to ensure a safe and caring environment for students and adults. It also sets out the consequences for those students subject to disciplinary action.

The policy covers behaviour management both inside and outside of school. It should be noted that the Academy has the authority to manage student behaviour outside of school including on the way to and from school as well as educational visits.

Legal framework

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Education Act 1996
- Education Act 2002
- Equality Act 2010
- Education and Inspections Act 2006
- Health Act 2006
- Voyeurism (Offences) Act 2019
- The School Information (England) Regulations 2008
- DfE (2022) 'Behaviour in schools: advice for headteachers and school staff'
- DfE (2023) 'Keeping children safe in education 2023'
- DfE (2021) 'Sexual violence and sexual harassment between children in schools and colleges'
- DfE (2018) 'Mental health and behaviour in schools'
- DfE (2015) 'Special educational needs and disability code of practice: 0 to 25 years'
- DfE (2013) 'Use of reasonable force'
- DfE (2022) 'Searching, screening and confiscation: advice for schools'
- DfE (2023) 'Suspension and Permanent Exclusion from maintained schools, academies and pupil referral units in England, including pupil movement'



This policy should be read in conjunction with the following policies:

- Academy Anti-Bullying Policy
- Academy Safeguarding and Child Protection Policy
- Academy Searching, Screening and Confiscation Policy
- Academy Suspension and Exclusion Policy
- Trust Equality Policy
- Trust Physical Intervention Policy
- Trust Safeguarding Policy
- Trust Special Educational Needs and Disability Policy

Policy aims

Rye College is an inclusive school. We respect every child as an individual and work to ensure each student achieves their full potential across all areas of our broad and balanced curriculum. The aims and principles of our policy are to:

- Secure and maintain high standards of behaviour in a safe, calm and caring environment.
- Allow students to learn about appropriate behaviour, distinguishing between right and wrong.
- Foster caring attitudes to one another so achievements at all levels are valued.
- Encourage self-discipline so each student learns to accept responsibility for their own actions.
- Ensure that positive behaviour is recognised, and the 'quiet majority' are rewarded.
- Have a consistent approach to behaviour which draws upon positive parental involvement.
- Make boundaries of acceptable behaviour explicit, by outlining any rules held by the Academy.
- Acknowledge good behaviour is maintained through shared responsibility by all adults.
- Teach and model expected behaviour and positive relationships.
- Not tolerate disruption and take proportionate action to restore acceptable standards of behaviour.

The aims and principles of our policy are that students will:

- Recognise the importance of calm, caring and courteous environment.
- Understand the difference between right and wrong.
- Be kind and compassionate to each other regardless of background or ability.
- Be self-disciplined.
- Be encouraged and praised for demonstrating good behaviour.
- Show respect for all students and adults.
- Appreciate the importance of adhering to rules.
- Respect the environment and other people's property.



Bullying of any form is unacceptable. The Academy has an anti-bullying policy to encourage an appreciation and respect for the diversity of our community as well as outlining the procedures to be followed where incidents of bullying occur.

This policy should be read in conjunction with the Academy's Anti-Bullying Policy.

Expectations

We are committed to working in partnership with all members of the wider school community to meet the needs of children and we believe in acceptable standards of behaviour that reflect our values.

We define acceptable standards of behaviour as those which promote mutual respect, courtesy, cooperation and consideration from all students in terms of their relationships with other students inside and outside of college, teachers and other colleagues as well as with visitors or other persons connect to the College and its premises.

This is based on the following:

- The right of all students to have the best possible learning environment.
- The right for everyone to feel safe and cared for and be treated politely and fairly.
- It is the duty of everyone to care for each other and promote the positive reputation of the establishment.
- The ability of all members of our community to take responsibility for their own behaviour and recognise the impact of their behaviour on others.
- Good communication with families, outside agencies and other educational establishments.

We have an 'open door' policy for students: colleagues will attempt to resolve issues within their remit but may seek a better time to meet families or consult with senior leaders. If situations cannot be dealt with immediately then appointments can be made with members of the team.

Racial, sexual or discriminatory behaviours or attitudes will not be tolerated. All colleagues are responsible for recognising and challenging racial, sexual or discriminatory behaviours or attitudes.

We recognise that our students bring with them a wide variety of behaviours influenced by life experiences outside school. We aim to respond to each case professionally, objectively and compassionately. We are sensitive when working with children and families with specific needs and experiences and we continuously seek ways to promote successful partnerships. The basis of differentiation will vary dependent on the needs of each case, but we will take into account the views of parents and families, colleagues and external agencies together with any Statement of Special Educational Need or Education, Health and Care Plan (EHCP). We will also ensure compliance with the Trust's Equality Policy taking into account students with protected characteristics and making reasonable adjustments for students with a disability within the meaning of the Equality Act 2010. Both the school and Trust respects the Public Sector Equality Duty (PSED) that requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities. By following



the Trust's Equality Policy, the school seeks to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by such legislation.

This policy should be read in conjunction with the Trust's Equality Policy.

All colleagues will be made aware of how potentially traumatic adverse childhood experiences, including abuse and neglect, can impact on a student's mental health, behaviour and education. Where vulnerable students or groups are identified, provision will be made to support and promote their positive mental health.

Rye College is committed to promoting a positive and diverse culture in which all colleagues and young people are valued and supported irrespective of their age, disability, race, religion, belief, sex or sexual orientation. We recognise our obligations under the Equality Act 2010 and are committed to promoting the equality and diversity of all those we work with especially our colleagues, students, and visitors. We oppose all forms for unlawful and unfair discrimination, bullying and harassment and will make every effort to comply with the requirements of the Act and its subsequent provisions.

Types of unlawful discrimination

- Direct discrimination occurs when someone is treated less favourably than another person because of a protected characteristic (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation).
- Discrimination by association is direct discrimination against someone because they associate with another person who possesses a protected characteristic.
- Perception discrimination is direct discrimination against an individual because others think they possess a particular protected characteristic. It applies even if the person does not actually possess that characteristic.
- Third-party harassment occurs where, a member of the college community is harassed by an individual or individuals who are not under the direct control of Rye College and the harassment relates to a protected characteristic.
- Victimisation occurs when an individual is subject to a detriment because they have made an allegation of, or given evidence about, the treatment of any individual (including themselves) who has been subject to any of the above.
- Any individual making allegations of a false, malicious or vexatious nature would not be protected against victimisation and will be subject to investigation and consequence. This includes the use of language that discriminates or can be interpreted as discriminatory.

Rye College will not accept any form of **discriminatory abuse**. This may include:

- Verbal abuse, derogatory remarks or inappropriate use of language related to a protected characteristic.
- Deliberate exclusion on the grounds of a protected characteristic.
- Harassment, slurs, or similar treatment based on a difference or perceived difference.

We will not accept behaviours from children or adults that threaten the well-being of others or the school ethos. In serious cases, we will not hesitate to inform the police or prosecute *in extremis*.

It is everyone's responsibility to consistently reinforce the behaviour management policy.



NB: Lists are not exhaustive.

Around Rye College

All colleagues have a role in securing our expectations for student behaviour. The culture and ethos of the College depends upon the commitment of all colleagues to consistently re-enforce these acceptable standards of behaviour.

Unacceptable behaviour

We have defined unacceptable behaviour as “that which disrupts the learning community or causes any physical or mental harm to others therein”.

This can include:

- Name calling.
- Verbal abuse.
- Threatening language or behaviour.
- Intimidation.
- Physical abuse.
- Bullying and harassment including racist, sexist, homophobic, cyber and/or any other discriminatory behaviour.
- Sharing of views or opinions that could be considered to be extreme in nature, designed to cause alarm, distress or spread hate amongst groups within the college or community as a whole.
- Disruption to the learning environment.
- Possession of items likely to cause injury or offense to themselves or others. This includes controlled or illegal substances, items or paraphernalia relating to such.
- Child on child abuse - any kind of physical, sexual, emotional or financial abuse or coercive control exercised between children. This includes harmful sexual behaviours including but not limited to; sexual violence, harassment and consensual and non-consensual sharing of nudes and semi-nude images and/or videos.
- Vexatious behaviour – deliberately acting in a manner so as to cause annoyance or irritation.

Harmful Sexual Behaviour refers to developmentally inappropriate **sexual behaviour** which is displayed by children and young people, and which may be **harmful** or abusive. It can be displayed towards younger children, peers, older children or adults.

Sexual Violence refers to offences under the Sexual Offences Act 2003.

Sexual Harassment refers to unwanted conduct of a sexual nature which violates the dignity of the student, degrades, humiliates them and/or creates a hostile, offensive or sexualised environment.

Sexual harassment can include:

- Sexual comments, jokes and taunting.
- Physical acts such as brushing past them, interfering with clothes, and displaying images of a sexual nature.
- Online sexual harassment such as sharing of sexual images, unwanted sexualised comments, sexual exploitation, and sexualised bullying.



Coercive control refers to forcing a person to do something that they would not normally do by making threats against their safety or well-being, or that of their relatives or property.

Consensual and non-consensual sharing of nudes and semi-nude images and/or videos refers to sending or getting sexually explicit or suggestive images, messages, or video on a smartphone or through the Internet. This includes sending: nude or nearly nude photos or selfies, text messages that propose sex or refer to sex acts.

In the classroom

The role of the classroom teacher is to secure our expectations for student behaviour. Where expectations are not met, they must ensure the appropriate protocol and sanctions are applied. This includes communication with student and families, setting detentions, monitoring reports and passing required information to the Student Hub.

The following procedure is used in lessons by all classroom teachers;

1. Verbal warning.
2. Name on board.
3. Subject detention (30 minutes after school within one week of the lesson).
4. Leave the room to complete work in Solo Study, known as 'relocation'.

Please note a teacher may move straight to 'relocation' if they deem this necessary in proportion to the behaviour demonstrated by the student. If a student refuses to leave the room, the family will be contacted, and the student will not be allowed to return to lessons until consequence have been agreed with home.

Mobile Phones

Rye College has a 'on site out of sight' policy with regard to mobile phones and similar technology. This means that during school hours students are not allowed to use their mobile phones. In turn, in the case of emergencies, families are asked to contact the school office in the first instance rather than call or text their child. This approach also allows the college to offer students an appropriate level of support in unforeseen circumstances.

Rewards

We believe praise is the key to support a positive sense of self. Our aim is to develop positive self-esteem and raise achievement by rewarding good and improved learning behaviour through positive action.

Rye Values – Proud, Positive, Committed, Kind, Employable

To help reduce the likelihood of behavioural issues related to SEMH needs, the Academy will create a safe and calm environment in which positive mental health and wellbeing are promoted and students are taught to be resilient. The Academy will promote resilience as part of its whole-school approach to challenge every learner to exceed their own expectations of themselves; create a can-do culture and the resilience to excel; include all members of our community through shared endeavour; and nurture diverse skills, talents and abilities whilst celebrating excellence.

We work hard to ensure that every child is happy and well supported on their educational journey with us. We want every child to grow and flourish in our care.



Rye Reward Points

Rye SMART points are awarded via ClassCharts for our Rye Values. These can include reward points for:

Proud

- Quality of work and presentation.
- Correct uniform.
- Excellent conduct and standard of behaviour.

Positive

- Positive engagement and attitude towards work.
- Showing determination and perseverance.
- Demonstrating resilience in lessons.

Committed

- Demonstrating positive attributes that support learning and progress.
- Punctuality and having full equipment.
- Completing homework on time.

Kind

- Being supportive and helpful to others in school or wider community.
- Taking part in extra-curricular activities.
- Supporting younger learners across the school.

Employable

- Making positive progress in lessons.
- Showing positive engagement with the learning.
- Demonstrating a desire and want to learn.

Consequences

We believe a consequence for one's actions helps to reinforce a sense of right and wrong. Our aim is to develop clear boundaries and reiterate all choices and actions have a consequence whether for the individual, another person or the community as a whole.

Investigating Incidents

In the infrequent case of a behavioural incident taking place, all students are required to complete a written statement and respond to additional (verbal) questions to verify or clarify their statement. This information will be collated and carefully examined before any decisions are made. Students will always be given a chance to consider their behaviour. They will be encouraged to make any necessary apologies; show they can conform to expectations and make suitable reparation. Due consideration when determining consequences will be given to students who have worked positively with colleagues and told the truth.

Reasonable and proportionate sanctions will be used where a student's behaviour falls below the standard that is expected, alongside support to prevent recurring misbehaviour.

We use a range of sanctions to deal with inappropriate behaviour by students. These may include:



- Warnings or verbal reprimands.
- Subject detentions after school for 30 minutes.
- Relocation: removal of a student from a lesson for behaviour that disrupts the teaching and learning of others. This results in an after-school detention. Detentions run from 3.20pm – 4pm.
- Restorative Justice (where appropriate).
- Solo Study for a period of time.
- Student report to monitor various aspects of behaviour and engagement across all subjects.
- Communication with families.
- Family meetings and interventions.
- Referral to external agencies (where appropriate).
- Community service e.g. litter picking etc.
- School-to-School placement – attending a different school for a specific length of time.
- Fixed period suspension or permanent exclusion.

We monitor the use of sanctions for unacceptable standards of behaviour to ensure they are reasonable and proportionate in all the circumstances. Due consideration is given to a student's protected characteristics including age, gender, race, sexuality or special educational need or disability.

All forms of corporal punishment are against Academy policy.

Detentions Outside School Hours

NB: PARENTAL CONSENT IS NOT REQUIRED FOR DETENTIONS

In most instances, the college will inform families of any detention via a ClassCharts email unless it is a short after-school detention.

It is the family's responsibility to arrange suitable travel arrangements following a detention however consideration will always be given to a student's safety when setting such a consequence. If it was felt a student would be at risk by detaining them after-school then the detention may be rearranged, or an alternative consequence set.

Non-attendance to a detention will result in one of the following dependent on individual circumstances:

- Additional detentions or comparable consequences.
- Solo Study.
- Fixed Period Suspension.

Support

We believe that for a small minority of students, acceptable standards of behaviour are goals to be worked towards rather than expectations which are either met or not. Our aim is to support students, so they fall in line with our expectations.



Student Hub

When a particular incident has taken place or when a colleague has concerns about an emerging pattern of behaviour then the Student Hub will contact the student's family. This contact ensures the student's family hears about any causes for concern from the school first rather than from their child.

Support and Early Intervention

We closely monitor student behaviour. We aim to put in place strategies to support a student that shows signs of struggling to manage their own behaviour. This support may include:

- One-to-one mentoring by colleagues or appropriate older students.
- Student report system.
- SEND /Inclusion intervention.
- Involvement of outside agencies, where appropriate.
- Adapted or bespoke curriculum provision.
- Targeted teaching strategies.
- Homework and study support.
- Reduced timetable (only in extreme circumstances with the agreement of other agencies).

Behaviour Log

The Academy maintains a behaviour log for each student on ClassCharts. All incidents of note (excluding suspensions which are recorded on Arbor) are recorded in Classcharts. It is the responsibility of all colleagues to maintain an accurate and objective record. A copy of the behaviour log forms part of a student's Educational Record.

Bullying

Bullying occurs from time-to-time. It takes many forms and may include intimidation, isolation and, in some cases, physical aggression or violence. We encourage students to tell a teacher or other trusted adult as soon as possible, if they are being bullied or know someone who is. Serious or recurrent concerns raised by students should be passed to the Student Hub, who will be able to formulate a co-ordinated response and record any incidents.

This policy should be read in conjunction with the Anti-Bullying Policy.

Serious Transgressions

Some unacceptable behaviours are seen as serious transgressions of our expectations and are managed accordingly.

Fighting

Fighting is not tolerated and is treated very seriously on the rare occasions when it does occur. The Academy follows the Trust policy on physical intervention.

This policy should be read in conjunction with the Trust Physical Intervention Policy.

All fights are investigated and may result in fixed period suspension or permanent exclusion, in most cases for both involved parties. Please note the length of fixed period suspension may vary for each student depending on circumstances.



All students are consistently encouraged to walk away and tell a teacher, if a fight or argument may be about to happen. They are encouraged to realise that hitting back will only make the problem worse.

Where a student starts a fight or retaliates, they are reminded that we will not accept behaviours from children or adults that threaten the well-being of others or the school ethos. In most cases for both involved parties, a fixed period exclusion may be issued. Please note the length of the fixed period suspension may vary for each student depending on circumstances.

In serious cases, we will not hesitate to inform the police or prosecute *in extremis*.

Severe assaults on other children or staff would normally lead to permanent exclusion, unless there were extenuating circumstances. Such incidents must be reported to the leadership team.

Drugs and related paraphernalia

In the event of drugs or related paraphernalia being brought into school by students and/or being taken by students (except for medical purposes), immediate contact with the Student Hub and in turn the leadership team will be made. The student will be interviewed with another colleague present. Such an action constitutes a serious breach of the policy which can lead to permanent exclusion. The matter would then be reported both to the parents or carers and may be reported to the police. Any drugs brought on site by adults will be reported to the police.

Weapons

In the event of an offensive weapon being brought into school or onto the school grounds including folding pocket knives, firearms, pneumatic weapons or replicas, or the offensive use of any other object with the intention of causing physical harm to another, the College will consider it as a serious breach of the policy.

The Head Teacher and other colleagues (authorised by the Head Teacher) have a statutory power to search students or their possessions without consent where they suspect the student has prohibited items. Colleagues can confiscate any banned or prohibited item or anything they consider harmful or detrimental to positive behaviour management found as a result of a search. When searching in these circumstances, colleagues are protected from liability for damage to, or loss of, any confiscated items.

Authorised members of staff will be permitted to use reasonable force when conducting a search without consent for the prohibited items listed below:

- Knives and weapons.
- Alcohol.
- Illegal drugs and legal highs including 'energy drinks'.
- Stolen items.
- Vapes, tobacco and cigarette papers.
- Fireworks.
- Pornographic images.
- 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 any person, including the student themselves; or
- To damage the property of any person, including the student themselves.

For some items, the school will always seek specialist advice, e.g. suspected illegal drugs or items which might be used as weapons. We are committed to working in partnership with police, youth offending teams and other specialist agencies to cover such issues. We will not hesitate to access specialist support and advice, if an incident occurs. Any item of an unlawful, offensive or hazardous nature (e.g. illegal drugs, valuable stolen items) will be handed to the police.

This policy should be read in conjunction with the Searching, Screening and Confiscation Policy.

Child on child: harmful sexual behaviours

The college will promote and enforce a zero-tolerance approach to all forms of sexual abuse and harassment, including sexual harassment, gender-based bullying and sexual violence.

In the event of an allegation and/or disclosure of harmful sexual behaviour, including but not limited to:

- Sexual Violence
- Sexual Harassment
- Coercive control

A referral will be made to the Designated Safeguarding Lead who will fully investigate the allegation and/or disclosure in line with the Safeguarding and Child Protection Policy.

Possible outcomes include but are not limited to:

- Education around sexualised behaviour.
- Referrals to outside agencies including Children's Services and the Police.
- Risk reduction Plans - a risk reduction plan will ensure that all students are safe in the College environment and any students directly involved in the situation continue to receive an education and support.
- School-to-School placements
- Fixed period suspension/permanent exclusion.

Please note

Where the college is responding to a report of sexual violence, the college will take immediate steps to ensure the victim and other students are protected. The DSL will work closely with the police, and any other agencies as required, to ensure that any action the college takes, e.g. disciplinary sanctions, will not jeopardise the police investigation.

This policy should be read in conjunction with the Trust Safeguarding Policy and Academy Safeguarding and Child Protection Policy

Smoking and Vaping

In accordance with the Health Act 2006, the school is a smoke-free environment (this includes vaping). Parents, visitors, colleagues and students will be instructed not to smoke/vape on school



grounds. Students are not permitted to bring smoking/vaping materials or nicotine products to school.

In the event that a student is suspected of smoking/vaping on school grounds or within the immediate vicinity of the school, that student will be searched in accordance with the **Searching, Screening and Confiscation Policy**. Any and all paraphernalia will be confiscated and destroyed, repeated incidents may result in Fixed Period Suspension.

Behaviour outside of school premises

The Academy can discipline students for misbehaviour outside the Academy premises, including conduct online, when the student is:

- Wearing school uniform.
- Travelling to or from school.
- Taking part in any school-related activity.
- In any way identifiable as being a student at the school.

The Academy may also discipline students for misbehaviour outside the Academy premises, including conduct online, that:

- Could negatively affect the Academy's reputation.
- Could pose a threat to another student, a colleague, or a member of the public.
- Could have repercussions for the orderly running of the Academy.

Any bullying witnessed outside of the Academy premises and reported to the Academy will be dealt with in accordance with the Anti-Bullying policy.

The Academy will impose the same sanctions for bullying incidents and non-criminal misbehaviour witnessed or reported outside of the Academy premises as would be imposed for the same behaviour conducted on Academy premises. In all cases of unacceptable behaviour outside of the Academy premises, colleagues will only impose sanctions once the student has returned to the Academy premises or when under the supervision of a member of staff.

Complaints from members of the public about the behaviour of students from the Academy are taken very seriously. The Academy will impose sanctions if necessary.

Suspension

Rye College is an inclusive school, committed in policy and practice to recognition of the equal value of each member of the community and to equality of opportunity for all. Suspensions are used sparingly and only as part of the overall Behaviour Management Policy. However, suspension may be used when other strategies and sanctions have not been effective.

The College complies with the statutory framework as set out in the School Discipline (Student Exclusions and Reviews) (England) Regulations 2012 and the statutory guidance Suspension and Permanent Exclusion from Maintained Schools, Academies and Pupil Referral Units in England, including pupil movement (September 2023) published by the Department for Education.

This policy should be read in conjunction with the Suspension and Exclusion Policy.



Colleague guidance and training

Where unacceptable behaviour occurs at any time during the school day, the procedures outlined in Appendix A will be followed.

Training is given, as required, to newly appointed staff, and to all other colleagues as changes are made by legislation. Student discipline is also regularly an item at meetings that involve teachers and support staff. Where there are particular problems, guidance is given to a teacher and support staff by the leadership team or additional educational needs team.

All staff are made aware of how potentially traumatic adverse childhood experiences, including abuse and neglect, can impact on a student's mental health, behaviour, and education. Where vulnerable students or groups are identified, provision may be made to support and promote their positive mental health where possible.

It is important that all students have equal access to rewards within the system. It can be easy to overlook the majority of students who work calmly and conscientiously all the time. We also need to acknowledge the high achievers on the same basis.

Students with special educational needs, especially those with personal support plans that include objectives concerning behaviour, will often need a programme of additional strategies to meet their needs. These Students' individual rewards will need to be channelled into this system, for example, the thresholds when rewards are achieved.

Those students with particular behavioural difficulties may have agreed additional procedures and strategies in place for them but where possible the above procedures will apply.

The Head Teacher is responsible for coordinating matters related to behaviour. If any colleague has any concerns in this area, they should raise it with either the Head Teacher or Deputy Headteacher.

Monitoring and evaluation

Behaviour management will be under constant review throughout the school. The senior leadership team will monitor and evaluate the effectiveness of the policy.

The Academy will collect data from the following sources:

- Behaviour incident data, including on removal from the classroom.
- Attendance, permanent exclusion and fixed period suspension data.
- Use of School-to-School placements, alternative provision and other external support.
- Incidents of searching, screening and confiscation.
- Anonymous surveys for colleagues, students and other stakeholders on their perceptions and experiences.

The data will be monitored and objectively analysed termly by the Head Teacher and Senior Leadership team. Attempts will be made to identify possible factors contributing to the behaviour, any system problems or inadequacies with existing support. The data will also be analysed considering the protected characteristics under the Equality Act 2010 to inform school policies and procedures.



A regular report of suspensions will be given to the Trust.

Reviewing

The policy will be reviewed annually by the Headteacher.

November 2019 BBL

February 2021 BBL

Updated May 2021 BBL

Updated October 2021 BBL

November 2022 DDo

November 2023 DDo

EQUALITIES

We recognise that our students bring with them a wide variety of behaviours influenced by life experiences outside college. We aim to respond to each case professionally, objectively and compassionately. We are sensitive when working with children and families with specific needs and experiences and we continuously seek ways to promote successful partnerships. The basis of differentiation will vary dependant on the needs of each case, but we will take into account the views of parents and families, colleagues and external agencies together with any Statement of Special Educational Need or Education, Health and Care Plan. We will also ensure compliance with the Trust's Equality Policy taking into account students with protected characteristics and making reasonable adjustments for students with a disability within the meaning of the Equality Act 2010. Both the college and Trust respects the Public Sector Equality Duty (PSED) that requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities. By following the Trust's Equality Policy, the college seeks to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by such legislation.

DATA PROTECTION

Rye College [The Academy] processes personal data in accordance with the data protection principles embodied in the General Data Protection Regulations (GDPR) and the Data Protection Act 2018. The Academy complies with the requirements of the data protection legislation as detailed in the Trust Data Protection Policy.

All colleagues are aware of the principles of data protection and will not process personal data unless necessary. The Academy safeguards the personal data it collects through the operation of the Trust's data protection policy and processes and the IT policy. In addition, the Academy has taken steps to ensure that all its contracts that process data have the GDPR compliant provisions.



Appendix A: Escalating Behaviour

This guide is for indicative purposes only and not a definitive list of actions and consequences.

Level	Typical behaviours	Typical consequences
Day-to-day behaviour management	We expect students to adhere to the code and in turn the principles of this policy.	Low-key verbal discussion with the teacher, helping the student to recognise their behaviour and its effect on others and to remind them of class exceptions. Non-verbal signals such as proximity and seating arrangements, verbal signals such as proximity praise, positive re-enforcement, modelling.
Subject Teacher 1.Verbal warning 2.Name on board 3.Subject detention (persistent or repeated in a lesson)	Low level disruption. Not following instructions. Lack of respect for others and resources. Ongoing behaviour.	Subject detention - with the teacher, to help the student to recognise their behaviour and its impact on others and to remind them of appropriate learning behaviour. This is for a maximum of 30 minutes. This is recorded on ClassCharts.
Relocation	Deliberate disruption or defiance or damaging of resources. Persistent disruption to the learning – preventing teachers from teaching and students from learning.	Relocation means a student will: Be sent to work in Solo Study and receive an automatic subject detention after college. Parents informed via email from ClassCharts and on ClassCharts itself. Call Duty Headship if student refuses to leave – email Student Hub.
Leadership: (Initial)	Persistent Disruptive behaviour over a number of subjects and weeks. Aggressive behaviour. Persistent defiance. Theft. Inappropriate language.	Inform Subject leader, who will contact parents and invite in for a meeting. For support with the meeting speak to the Key Stage Progress leader – PHA KS3, DST KS4. Subject report or Student Hub report. Letter home
Leadership: (Persistent)	Persistent disruptive / defiant behaviour over a period of time, despite support and interventions. Attacking others physically. Threatening others. Placing others at risk. Verbal abuse.	Fixed Period Suspension. Parent meeting with the Associate Assistant Headteacher/Deputy Headteacher. Set up a Behaviour contract/School to school placement.
At risk' of permanent exclusion	Persistent serious breaches of the College behaviour policy. Persistent breaches of the behaviour agreement.	Further meeting with the Deputy Headteacher. 'At risk' of permanent exclusion letter. Additional Needs Plan started.
Headteacher: Permanent Exclusion	Significant one-off or a number of fixed period suspensions (Cumulative).	Aquinas Advisory Council Statutory Review Panel