



Rye College Policy

Policy Title:	Screening, Searching and Confiscation
Leadership Responsibility:	Deputy Head Teacher
Review Body:	Head Teacher
Date:	January 2024
Review:	January 2025

Statement of intent

Rye College (the Academy) appreciates that students have the right to expect a reasonable level of personal privacy and will do its utmost to ensure that, as far as possible, this right is respected. We aim to ensure that colleagues have the confidence to search and screen students, and to confiscate items as necessary, and that this is enacted in a calm, safe and supportive manner.

Nevertheless, the Academy also takes seriously its obligation under health and safety legislation to be managed in a way which does not expose students or colleagues to unnecessary risks.

This policy sets out the framework in which the Academy will meet this obligation by outlining the circumstances in which students can be screened and searched. The policy also outlines the legal powers to seize and confiscate items during a search.

Legal framework

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

- Health and Safety at Work etc. Act 1974
- Education Act 1996
- Education and Inspections Act 2006
- The Schools (Specification and Disposal of Articles) Regulations 2012
- The School Behaviour (Determination and Publicising of Measures in Academies) Regulations 2012
- European Convention on Human Rights
- DfE (2022) 'Searching, screening and confiscation'
- DfE (2013) 'Use of reasonable force'
- DfE (2022) 'Behaviour in Schools'
- DfE (2022) 'Keeping Children Safe in Education 2022'

This policy operates in conjunction with the following school policies:

- Behaviour Management Policy
- Exclusion Policy
- Trust Equality Policy
- Trust Positive Handling Policy
- Complaints Policy
- Safeguarding and Child Protection Policy



- Special Educational Needs and Disabilities (SEND) Policy
- Surveillance and CCTV Policy
- Security Policy

Roles and responsibilities

The Head Teacher is responsible for:

- Authorising colleagues to search students for prohibited items and items banned by the Academy, according to its policies.
- Ensuring the procedures in this policy are implemented consistently across the Academy.
- Overseeing the Academy's practice of searching to ensure that a culture of safe, proportionate and appropriate searching is established and maintained.
- Ensuring the DSL is called on for support during, or after, searching as appropriate.
- Ensuring a sufficient number of colleagues are appropriately trained on how to lawfully and safely search a student, including managing students who are not co-operating with the search.
- Ensuring all colleagues understand their rights and the rights of any students being searched.
- Ensuring the DSL (or their deputy) is informed of any instances where a colleague had reasonable grounds to suspect that a student was in possession of a prohibited item.
- Advising colleagues on what to do if they believe a search is necessary but is not required urgently, e.g. keeping the student supervised and away from others.
- Determining whether searches for items banned by the Academy's policies should be recorded.
- Ensuring that prohibited items and items banned by the Academy are outlined in the relevant policies and are communicated with colleagues, parents and students.
- Reviewing this policy on an annual basis.

The Designated Safeguarding Lead (DSL) will be responsible for:

- Managing any safeguarding concerns that are raised by colleagues who have conducted a search and by students subject to a search.
- Making referrals, in line with the Academy's safeguarding procedures, where there is evidence from a search that a student is at risk of harm.
- Ensuring procedures are in place, and are being followed, for when a safeguarding incident arises.
- Ensuring procedures are in place for colleagues to alert them of instances when they had reasonable grounds to suspect a student was in possession of prohibited items and when a prohibited item has been found.
- Considering the circumstances of any students who are at risk of harm as a result of the search to assess whether there is a wider safeguarding concern.
- Advising colleagues on what to do if they believe a search is necessary but is not required urgently, e.g. keeping the student supervised and away from others.
- Advising colleagues on any aftercare required by a student as a result of a search.

Colleagues will be responsible for:



- Acting in line with this policy when screening or searching a student or confiscating items.
- Ensuring that the culture of safe, proportionate and appropriate searching is maintained.
- Adhering to the relevant guidance and policies, and familiarising themselves with which items are prohibited and/or banned by the Academy.
- Ensuring they implement sanctions fairly, proportionately, and in line with the Behaviour Policy.
- Raising safeguarding concerns with the DSL (or their deputy) as soon as reasonably practicable.
- Maintaining their duty of care for any students subject to a search, and protecting their welfare at all times.
- Ensure parents are contacted and informed about the search.

Screening

Under the Academy's statutory power to make rules on student behaviour and the duty to manage the safety of colleagues, students and visitors, the Academy imposes a requirement that students undergo screening. All colleagues have the authority to screen students.

Before the installation of any technology for the purpose of screening students, the Head Teacher will consult with the local police about whether the devices are appropriate.

Screening Equipment

The screening of students by a walk-through or hand-held metal detector without their consent is permitted, even if it is not suspected that they are in possession of a weapon.

Parents and students will be informed in advance of the installation of any screening practices, to explain the purpose of the screening and what it will involve.

Where a student has additional needs or a disability, the Academy will ensure reasonable adjustments are made to the screening process. The Academy will also consider the age of students being screened.

Where a student refuses to be screened, a colleague will make an assessment of whether it is necessary to conduct a search.

Students, who refuse to be screened, will be appropriately sanctioned in line with the Behaviour Management Policy and may be moved to a safe area away from others. They **will not** be prevented from being on the Academy premises and/or sent home.

Authorising colleagues

Only the Head Teacher and authorised colleagues have the authority to search students without their consent.

The Head Teacher is responsible for naming the authorised colleagues. Authorised colleagues with these powers are:

- Miss Jest Carpenter (Deputy Head Teacher) ♀. All items
- Mr Jim Maxim (Assistant Head Teacher) ♂. All items
- Mr Paul Franks (Associate Assistant Head Teacher) ♂. All items



- Mrs Fiona Willis (Assistant Head Teacher) ♀. All items
- Mrs Vanessa Gall (Student Support Manager) ♀. All items
- Ms Anita Mills (Assistant Inclusion Manager) ♀. All items
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All colleagues, other than authorised colleagues, will be permitted to refuse to undertake a search. If a member of security staff, who is not a member of Academy staff searches a student, a permanent colleague will witness the search. They will follow the procedures set out in this policy and the DfE's guidance on searching.

The Head Teacher will make clear which items each authorised colleague is permitted to search for e.g., a colleague could be authorised to search for stolen property, but not for weapons. (see above)

When deciding which colleagues will be authorised to undertake searches under these powers, the Head Teacher will consider whether the colleague requires any additional training to enable them to carry out their responsibilities safely and lawfully.

List of prohibited and banned items

Prohibited items

Prohibited items include:

- Knives or weapons
- Alcohol
- Illegal, prescription and non-prescription drugs and paraphernalia
- Legal highs including 'energy drinks'
- Stolen items
- Tobacco, cigarette papers and paraphernalia
- E-cigarettes, vapes and paraphernalia
- Fireworks or similar
- Pornographic images
- Any article that a colleague 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 another person, including the student themselves.

Banned items

Items banned from the Academy premises are outlined in this policy and the Behaviour Management policy. The Academy will ensure that banned items are made clear in communications with parents. This list is not exhaustive.

Banned items include:

- Legal Highs
- Aerosol cans
- Paint thinners
- Non-prescribed hypodermic needles.



Searching with consent

Any colleague has the authority to search students for any item, **if the student consents**. Formal written consent is not required for this sort of search and informed verbal consent will suffice. All colleagues will ensure that any student subject to a search with consent understands the reason for the search and how it will be conducted.

Searches with consent will be undertaken on the basis that a student is, or is suspected to be, in possession of a prohibited or banned item as identified in this policy and the Behaviour Management Policy.

Searches with consent will be implemented consistently, proportionately, fairly and in line with this policy at all times.

If a colleague suspects a student is in possession of a banned item, the student will be instructed to turn out their pockets or bag. If the student refuses to do this, parents will be contacted to come to the school the colleague should apply an appropriate sanction in line with the school's Behaviour Management policy.

When exercising their authority to search with consent, colleagues will assess and consider the age and needs of the student being searched. Where required, reasonable adjustments will be put in place where a student has additional needs or a disability.

Searching without consent

The Head Teacher and authorised colleagues have the statutory power to search students or their possessions, without consent, where they have reasonable grounds for suspecting that the student may be in possession of a prohibited item. The colleague will decide what constitutes as reasonable grounds for suspicion on a case-by-case basis.

An item banned by the Academy rules will only be searched for without consent if it is identified in this policy and/or the Behaviour Management Policy as a prohibited or banned item.

Colleagues who are not authorised by the Head Teacher to implement searches without consent will not do so. Where a search is required, and the student does not give their consent to be searched, unauthorised colleagues will contact an authorised colleague immediately.

Authorised colleagues will assess whether a search without consent is needed urgently and consider the risk to colleagues and other students if a search is not conducted.

Before a search without consent is conducted, the authorised colleague will explain to the student why they are being searched and how the search will take place. They will also provide the student with an opportunity to ask any questions.

Where possible, the authorised colleague will seek the co-operation of the student prior to the commencement of the search without consent. The student may be sanctioned in line with the Behaviour Management Policy if they refuse to co-operate.



Electronic devices

Electronic devices, including mobile phones, can contain files or data which relate to an offence, or which may cause harm to another person. This includes, but is not limited to, indecent images of children, pornography, abusive messages, images or videos, or evidence relating to suspected criminal behaviour.

Colleagues may examine any data or files on an electronic device they have confiscated as a result of a search, if there is good reason to do so.

If the colleague conducting the search, suspects they may find an indecent image of a child (sometimes known as nude or semi-nude images), the colleague should never intentionally view the image, and must never copy, print, share, store or save such images. When an incident might involve an indecent image of a child and/or video, the colleague should confiscate the device, avoid looking at the device and refer the incident to the designated safeguarding lead (or deputy).

If a colleague finds any image, data or file that they suspect might constitute a specified offence, then they must be delivered to the police as soon as is reasonably practicable.

In exceptional circumstances, colleagues may dispose of the image or data if there is a good reason to do so. In determining whether there is a 'good reason' to examine the data or files, the colleague should reasonably suspect that the data or file on the device has been, or could be used, to cause harm, undermine the safe environment of the school and disrupt teaching, or be used to commit an offence.

In determining whether there is a 'good reason' to erase any data or files from the device, the colleague should consider whether the material found may constitute evidence relating to a suspected offence. In those instances, the data or files should not be deleted, and the device must be handed to the police as soon as it is reasonably practicable. If the data or files are not suspected to be evidence in relation to an offence, a colleague may delete the data or files if the continued existence of the data or file is likely to continue to cause harm to any person and the student and/or the parent refuses to delete the data or files themselves.

Privacy

As far as possible, students will only be searched by colleagues who are the same sex as them. All searches will be witnessed by another colleague who will be, where possible, the same sex as the student being searched. In case of recognised gender fluidity, the student may express a preference for the gender of colleagues undertaking and witnessing the search.

Where a colleague is not the same sex as the student subject to a search, they will summon a colleague of the same sex as the student, where practicable. The summoned colleague will be the one to conduct the search.

As far as possible, a search will only be conducted by a person who is not the same sex as the student being searched, or without a witness, where:

- The colleague reasonably believes there is a risk of serious harm if the search is not conducted immediately **and**;
- It is not reasonably practicable to summon another colleague.



Under the exceptional circumstances outlined above, the colleague conducting the search will consider that a student's expectation of privacy increases as they get older.

Where a colleague conducts a search without a witness, they will report the search immediately to another colleague and ensure there is a record kept of the search.

The Academy may consider the use of CCTV footage in order to decide whether to conduct a search of an item. Any CCTV usage will be conducted in line with the school's Surveillance and CCTV Policy.

Authorised colleagues will ensure that an appropriate location on the Academy premises is used for searching. Where possible, this location will be away from other students. Searches will only be undertaken off Academy premises where the authorised colleague has lawful control of the student e.g., on a school trip.

An item banned by the school rules will only be searched for without consent if it is identified in the school rules that it is an item that can be searched for.

During the search

Definitions:

- **Outer clothing** – clothing that is not worn next to the skin or immediately over a garment that is being worn as underwear, e.g., hats, shoes, gloves.
- **Possessions** – any goods over which the student has or appears to have control, including desks, lockers and bags.

A student's possessions, their locker or desk will only be searched in the presence of the student and another colleague, except where there is a risk that serious harm will be caused if the search is not conducted immediately.

Colleagues will always remain aware that the power to search without consent **only** enables a personal search involving the removal of outer clothing and the searching of pockets, desks, lockers etc. Colleagues will never conduct an intimate search and remain aware that only a person with more extensive powers, i.e., a police officer, can conduct an intimate search.

If a student does not consent to a search or withdraws consent, then they may be subject to a search without consent but only for prohibited items.

Physical intervention

Colleagues will only be permitted to use physical intervention when conducting a search for prohibited items, but will not use force to search for items banned only under school rules.

Physical intervention will be used on a case-by-case basis only.

Searches that require physical intervention will be conducted in line with the Physical Intervention Policy.

Strip searches

The definition of a "strip search" is a search that involves the removal of more than outer clothing.



*"Strip searches on school premises can only be carried out by police officers under the Police and Criminal Evidence Act 1984 (PACE) Code A and in accordance with the Police and Criminal Evidence Act 1984 (PACE) Code C. 12 **While the decision to undertake the strip search itself and its conduct are police matters, school staff retain a duty of care to the pupil(s) involved and should advocate for pupil wellbeing at all times.**"*

Colleagues will never conduct a strip search on a student. Only the Head Teacher can authorise the police being requested to come to the school to strip search a student.

Strip searches will only be considered where:

- It is absolutely necessary to undertake this type of search, **and**;
- Where other, less invasive approaches cannot be conducted or have already been exhausted, e.g parental search **and**;
- It is deemed necessary by a police officer to recover an item related to a criminal offence and they have reasonable grounds to suspect the student has concealed the item.

Records of all strip searches will be kept and monitored by the Academy.

Before requesting the strip search of a student by the police, the Head Teacher will contact parents / carers and request their presence at the school. They will also balance the risk of negatively affecting the student's physical and/or mental wellbeing against the risk of not recovering the suspected item.

Parents **MUST** be present during a strip search by the Police.

Strip searches will be conducted in a private area of the school, away from others.

Before requesting the strip search of a student by the police, colleagues will balance the risk of negatively affecting the student's physical and/or mental wellbeing against the risk of not recovering the suspected item.

Strip searches will only be considered where:

- It is absolutely necessary to undertake this type of search, **and**;
- Where other, less invasive approaches cannot be conducted or have already been exhausted, **and**;
- It is deemed necessary by a police officer to recover an item related to a criminal offence and they have reasonable grounds to suspect the student has concealed the item.

Whenever a strip search involves the exposure of intimate body parts, the Academy will ensure that at least two people are present, other than the student, where one of whom will be an appropriate adult. Where the student's parent wishes to act as the appropriate adult, the Academy will facilitate this where possible. These circumstances may not apply if the strip search is urgent or there is a risk of serious harm to the student or others.

Unless in urgent or high-risk cases, strip searches that involve the exposure of intimate body parts will only take place without an appropriate adult where the student explicitly states, in the presence of the appropriate adult, that they do not want the appropriate adult to be present during the search. A record will be made of the student's decision.



Records of all strip searches will be kept and monitored by the Academy.

After the search

Colleagues are permitted to confiscate, retain or dispose of a student's property where it is reasonable to do so.

Colleagues will use their discretion to confiscate, retain and/or destroy any item found due to a search with the student's consent, so long as it is reasonable in the circumstances. Where any item is reasonably suspected to be an offensive weapon, it may be passed to the police.

Colleagues are legally protected from liability in any proceedings brought against them for any loss of, or damage to, any item they have confiscated, provided they acted lawfully.

Confiscation, retention and disposal of prohibited items

Colleagues carrying out a search are permitted to seize any item they have reasonable grounds for suspecting is a prohibited item or is evidence in relation to an offence.

When a colleague conducting a search finds:

- **Alcohol**, alcohol will not be returned to the student.
- **Controlled drugs**, they will deliver them to the police as soon as possible; however, they may also be destroyed. **Other substances** which are not believed to be controlled drugs, they will confiscate **and destroyed**.
- **Stolen items**, they will deliver these to the police as soon as possible or return them to the owner if they think there is a good reason to do so.
- **Tobacco or cigarette papers**, they will be destroyed.
- **Fireworks**, they will be retained or disposed of, but not returned to the student.
- **A pornographic image**, they will dispose of the image unless there are reasonable grounds to suspect that its possession constitutes a specified offence (i.e., the image is extreme child pornography); in these cases, the colleague will deliver the image to the police as soon as possible.
- An item that has been, or is likely to be, **used to commit an offence or to cause personal injury or damage to property**, they will deliver the item to the police, or retain or dispose of the item.
- **Weapons or items which are evidence of an offence**, they will pass the item to the police as soon as possible.

It is up for the Head Teacher to decide whether there is a 'good reason' not to deliver stolen items or controlled drugs to the police. In determining what a good reason is, the Head Teacher will consider all relevant circumstances and use their professional judgement to determine whether they can safely dispose of the item.

Where the Head Teacher is unsure of the legal status of a substance and has reason to believe it may be a controlled drug, the item will be treated as such.



In relation to stolen items, the police will not be involved in dealing with low-value items (e.g., pencil cases); however, it may be appropriate for the Academy to contact the police if high-value items (e.g., laptops) or illegal items (e.g., fireworks) are involved.

Aftercare following a strip search

Students subject to a strip search will be provided with appropriate support, regardless of whether a prohibited item is found. Safeguarding processes will be followed where necessary, giving attention to the student's wellbeing. The DSL will be involved in any safeguarding processes.

Students subject to a strip search will always be given the opportunity to ask questions about the search and express their views following it.

Colleagues will give particular consideration to the wellbeing and safeguarding of any students and/or groups of students who have been subject to a strip search with unusual frequency. Where required, preventative approaches will be put in place in order to avoid harm to the identified student, or group of students', wellbeing.

Recording a search

All searches for prohibited items and those conducted by police officers will be recorded via My Concern.

Records of searches for prohibited items, both by colleagues and by the police, will include:

- The date, time and location of the search.
- The name of the student subject to the search.
- The name of the individual who conducted the search.
- The name of any other adults or students present during the search.
- The item being searched for.
- The reason for the search.
- Whether the item was found.
- Any other items found.
- What follow-up actions were taken as a consequence of the search.

All searches for banned items **will** be recorded and parents will be informed of the search, reason for the search and any outcome.

Safeguarding

If the colleague who conducted the search has a safeguarding concern, they will raise this with the DSL, following the procedures in the Academy's Safeguarding and Child Protection Policy.

If a student raised a safeguarding-related concern in relation to how a search has been conducted, this will be handled by the DSL in line with the Academy's Safeguarding and Child Protection Policy and the Allegations of Abuse Against Staff Policy, where appropriate.

Informing parents

The student's parents will be informed when a search of their child is conducted in order to recover prohibited items.



The student's parents **will** be informed when a search of their child is conducted in order to recover banned items.

In some circumstances, the Academy may not inform the student's parents about the search for a banned item, e.g., in the interests of safeguarding the student.

Where a strip search is requested, the Academy will inform the student's parents of the search before it is conducted, unless there is an immediate risk of harm. Where there is an immediate risk of harm, the student's parents will be informed about the strip search as soon as possible.

Complaints about searching, screening or confiscation will be managed via the Academy's complaints procedure, in line with the Complaints Policy.

Other confiscation

Colleagues have the right to temporarily confiscate or withhold items which students are not permitted in school or disrupt the learning environment. This includes items that contravene or undermine the uniform policy. Such items may be withheld until the end of the lesson then returned to the student.

Items that persistently disrupt the learning, contravene the uniform policy or cause a colleague concern should be referred to the Deputy Head Teacher at the next available opportunity e.g., break, lunch, end of day. Such items may be returned to the student at the end of the day, or the parent may be requested to attend school for collection at the discretion of the Deputy Head Teacher.

Electronic devices

If an electronic device that is prohibited by the Academy rules or that is reasonably suspected to have been, or is likely to be, used to commit an offence or cause personal injury or damage to property is found during a search, the colleague is permitted to examine any data or files on the device where there is good reason to do so.

Parental consent is not required in order to search a student's phone if it has been seized in a search without consent.

Colleagues will consider whether an appropriate safeguarding response is required if they reasonably believe that any images, data or files found on a student's electronic device is likely to put others at risk. The colleague will involve the DSL immediately where this is the case.

Colleagues have the authority to delete data or files if they think there is a good reason to do so, unless the device is suspected to be relevant to an offence, or contains a pornographic image of a child or an extreme pornographic image. In these cases, files and data will not be deleted and the device will be given to the police.

It will be considered a good reason if the colleague reasonably suspects that the data or files on the device have been, or could be, used to cause harm, to disrupt teaching or break the Academy rules.

Any electronic device that has been seized which is prohibited by the Academy rules, and there are reasonable grounds to suspect that it contains evidence relating to an offence, will be given to the police as soon as possible.



If a colleague does not find any material, they suspect is evidence in relation to an offence, and decides to not give the device to the police, they are permitted to decide whether it is appropriate to delete any files or data from the device or retain the device as evidence of a breach of Academy rules.

Indecent images of students

Colleagues will be aware that creating, possessing, and distributing indecent imagery of children is a criminal offence, regardless of whether the imagery is created, possessed, and distributed by the individual depicted; however, colleagues will ensure that students are not unnecessarily criminalised.

Where a colleague becomes aware that an electronic device they are searching involves indecent images of a student, they will refer this to the DSL as soon as possible and will:

- Refrain from viewing, copy, printing, sharing, storing or saving the imagery.
- Confiscate the device and ensure it is securely stored.
- Tell the DSL immediately if they accidentally view an indecent image and seek support.
- Explain to the student that the incident will need to be reported.
- Not blame or shame anyone involved and reassure the student that they can receive support from the DSL.
- Report the incident to the DSL.

The DSL will attempt to understand what the image contains **without viewing it** and the context surrounding its creation and distribution – they will categorise the incident into one of two categories:

- **Aggravated:** incidents which involve additional or abusive elements beyond the creation and distribution of indecent images of children, including where there is an adult involved, where there is an intent to harm the child depicted, or where the images are used recklessly.
- **Experimental:** incidents involving the creation and distribution of indecent images of children where there is no adult involvement or apparent intent to cause harm or embarrassment to the child.

For there to be a good and clear reason to view imagery, the DSL would need to be satisfied that this action is:

- The only way to decide about whether to involve other agencies because it is not possible to establish the facts, e.g., the contents of the imagery, from the student(s) involved.
- Necessary to report it to a website, app or suitable reporting agency to have the image taken down, or to support the student or their parent in making a report.
- Unavoidable because the student has presented the image directly to a colleague or the image has been found on a school device or the Academy's network.

Where it is necessary to view the imagery, e.g., if this is the only way to decide about whether to inform other agencies, the DSL will:



- Never copy, print, share, store or save them as this is illegal – if this has already happened, contact the local police for advice and to explain the circumstances.
- Discuss the decision with the Head Teacher.
- Make sure viewing is undertaken by the DSL (or equivalent) or another member of the safeguarding team with delegated authority from the Head Teacher.
- Make sure viewing takes place with another colleague present in the room, ideally the Head Teacher or a member of the SLT. This colleague does not need to view the images.
- Wherever possible, make sure viewing takes place on the Academy premises, ideally in the Head Teacher's office or a member of the SLT's office.
- Make sure, wherever possible, that they are viewed by a colleague of the same sex as the student in the images.
- Record how and why the decision was made to view the imagery in the safeguarding or child protection records, including who was present, why the nudes or semi-nudes were viewed and any subsequent actions.

Where the incident is categorised as 'aggravated', the situation will be managed in line with the Academy's Safeguarding and Child Protection Policy, and the police will be involved.

Where the incident is categorised as 'experimental', the students involved are supported to understand the implications of sharing indecent imagery and to move forward from the incident.

Where there is reason to believe that indecent imagery being circulated will cause harm to a student, the DSL escalates the incident to the appropriate children's social care services. Where indecent imagery of a student has been shared publicly, the DSL will work with the student to report imagery to sites on which it has been shared and will reassure them of the support available.

Colleague conduct

All colleagues are expected to act in accordance with this policy. Any breach of this policy will be dealt with in line with the Trust's Disciplinary Policy.

Colleagues who conduct searches without consent but are not authorised to do so will be managed in line with the Disciplinary Policy and Procedure. Under no circumstances will a colleague conduct the strip search of a student.

Colleagues will consider the age, needs and wellbeing of students at all times during searching and screening procedures.

Monitoring and review

This policy will be reviewed on an annual basis by the Head Teacher.

Any changes to this policy will be communicated to all colleagues, students and families.

November 2020 BBL

November 2019 BBL

March 2022 BBL

March 2023 DDo

January 2024 DDo



EQUALITIES

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 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 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.

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.