

BEHAVIOUR RESPONSE GRID

Level	Offence	Consequences	Actioned by	Informed	Support Strategies	
1	<ul style="list-style-type: none"> No / incorrect equipment Talking/eating/minor disruptive behaviour Poor quality/ rushed work No / late homework Late to lesson/school Poor appearance/uniform 1st Failure to comply with Parking Permit 	<ul style="list-style-type: none"> Positive direction to expected behaviour/ put the matter right Verbal warning Re-do work in own time Break or lunchtime detention Teacher's personal sanctions e.g. litter picking at Break/lunch 	Subject teacher Form Tutor	G4S	<p>The FT is the primary support for all students. e.g. monitor cards, planner checking, peer mentoring, increase regularity of interviews and ATs, parental contact</p> <p>Support from peers: e.g. peer mentoring</p> <p>Support from FTs: e.g. monitor cards, increase regularity of interviews and ATs, planner checking</p> <p>Support from FT/HoS: e.g. subject mentoring</p> <p>Support from FT/HoY/Parents e.g. PSP Additional Needs</p> <p>Referral to external agencies: e.g. Police referral, CAMHS, Educational Psychologist, EWO, Social Services etc</p>	
2	<ul style="list-style-type: none"> Persistent repetition of Level 1 Failure to complete Level 1 sanction Swearing (not at a member of staff) Failure to attend lesson/PS/FP (but remain on site) Failure to follow procedure (e.g. signing out etc.) Minor misuse of ICT 1st mobile telephone offence 	<ul style="list-style-type: none"> Separation from other students (within classroom) Limited exclusion from lesson (e.g. 5 minutes) Break/lunchtime detention Departmental monitoring/detention/referral to another member of staff Verbal warning Confiscation of mobile telephone (1 day) 	Subject teacher Form Tutor	G4S Form Tutor Head of Subject		
BEYOND THIS LEVEL PARENTAL CONTACT <u>MUST</u> BE MADE						
3	<ul style="list-style-type: none"> Persistent repetition of Level 2 Failure to complete Level 2 sanction Serious disruptive behaviour Use of discriminatory language Smoking or vaping related incident (beyond the school gate) Bullying Minor verbal abuse Minor damage to property Bringing the school into disrepute Lying to a member of staff Truancy/leaving site without permission Failing to meet expectations of Attendance Policy 2nd removal of mobile phone 	<ul style="list-style-type: none"> Parental consultation Formal written warning – with relevant sanction Removal from lesson/PS – ‘On Call’ protocol After-school detention Short-term withdrawal from lesson to work with another member of staff Departmental mentoring/monitoring/detention Make good damage/compensation Removal from IT facilities Confiscation of mobile telephone (overnight) 	Subject teacher Form Tutor Head of Subject Head of Year	G4S Form Tutor Head of Year CPOMS		
4	<ul style="list-style-type: none"> Persistent repetition of Level 3 Failure to complete L3 sanction e.g. non-attendance at ASD/‘On Call’ Swearing in presence of staff Extreme breach of appearance/uniform code Misuse of IT, including social media, to cause harm to persons, hardware or software. Smoking or vaping related incident 3rd removal of mobile telephone 	<ul style="list-style-type: none"> Removal from lesson – ‘On Call’ protocol followed by after-school detention After School Detention Pastoral Support Plan: if appropriate at this level Internal exclusion Inclusion of information in an ongoing profile or reference Confiscation of mobile telephone (one week) 	Subject teacher Form Tutor Head of Subject Head of Year	G4S Assistant Head CPOMS		
5	<ul style="list-style-type: none"> Persistent repetition of Level 4 Verbal abuse of staff (isolated incident) Dangerous behaviour Discriminatory abuse e.g. racist, homophobic, sexual, religious comment Deliberate physical assault (whatever the provocation) Malicious vandalism Possession of banned substances/items in school or beyond the school gates Theft/ stealing Persistent bullying Malicious misuse of IT, including social media creating and sharing inappropriate content Falsifying emails/records and reports Persistent removal of mobile phone 	<ul style="list-style-type: none"> Internal exclusion Fixed Term exclusion Reference to external agencies: essential at this level Pastoral Support Plan Headmaster’s Review Appropriate IT sanction Phone to be handed in to reception every day in the morning and picked up in an evening. 	Head of Year Head of Subject Assistant Head Headmaster	G4S Headmaster Governors Form Tutor CPOMS		
6	<ul style="list-style-type: none"> Persistent repetition of Level 4/5 A serious, aggravated or repeated occurrence of a reason for a school exclusion (See Appendix 1) Breakdown in fundamental relationship between school and student with total loss of trust and respect. 	<ul style="list-style-type: none"> Headmaster’s Review Fixed Term Exclusion Permanent Exclusion Reference to external agencies 	Head of Year Head of Subject Assistant Head Headmaster	G4S Headmaster Governors Form Tutor CPOMS		

Offences and consequences listed are examples only and should not be considered an exhaustive list. The Senior Leadership Team reserves the right to increase or decrease the severity of the consequences applied, outside the specified level, on the basis of aggravated or mitigating circumstances

Exclusion reason	Possible examples
Physical assault against a pupil	fighting, obstruction and jostling, violent behaviour, wounding
Physical assault against an adult	obstruction and jostling, violent behaviour, wounding
Verbal abuse/threatening behaviour against a pupil	aggressive behaviour, swearing, threatened violence, verbal intimidation
Verbal abuse/threatening behaviour against an adult	aggressive behaviour, swearing, threatened violence, verbal intimidation
Use or threat of use of an offensive weapon or prohibited item	carrying or bringing onto the school site an offensive weapon / prohibited item such as knives, sharp instruments and BB guns, carrying any article that has been or is likely to be used to commit an offence, cause personal injury or damage to property, use of an offensive weapon
Bullying	verbal, physical, cyber bullying or threatening behaviour online, racist bullying, sexual bullying, homophobic, biphobic and transphobic bullying, bullying related to disability
Racist abuse	derogatory racist statements, racist bullying, racist graffiti, racist taunting and harassment, swearing that can be attributed to racist characteristics
Abuse against sexual orientation and gender identity (for example, LGBT+)	derogatory statements about sexual orientation (e.g. heterosexual, lesbian, gay, bisexual) and gender identity (e.g. transgender), homophobic, biphobic and transphobic bullying, LGBT+ graffiti, LGBT+ taunting and harassment, swearing that can be attributed to LGBT+ characteristics
Abuse relating to disability	derogatory statements or swearing about a disability, bullying related to disability, disability related graffiti, disability related taunting and harassment
Sexual misconduct	lewd behaviour, sexual abuse, sexual assault, sexual bullying, sexual graffiti, sexual harassment
Drug and alcohol related	alcohol abuse, drug dealing, inappropriate use of prescribed drugs, possession of illegal drugs, smoking, substance abuse
Damage to property	damage includes damage to school or personal property belonging to any member of the school community, arson, graffiti, vandalism
Theft	selling and dealing in stolen property, stealing from local shops on a school outing, stealing personal property (from an adult or pupil), stealing school property
Persistent or general disruptive behaviour	challenging behaviour, disobedience, persistent violation of school rules, raising of fire alarms falsely
Inappropriate use of social media or online technology	sharing of inappropriate images (of adult or pupil), cyber bullying or threatening behaviour online, organising or facilitating criminal behaviour using social media
Wilful and repeated transgression of protective measures in place to protect public health	Deliberate breaching of protective measures such as (but not limited to): non-compliance with social distancing, causing distress such as through purposefully coughing very near to other pupils or adults, or any other deliberate breach of public health protective measures which the school has adopted.