



PUPIL BEHAVIOUR POLICY

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Introduction

The principles of pastoral care underpin Shrewsbury's Pupil Behaviour Policy and reflect our commitment to safeguarding and promoting the welfare of pupils in our care. This policy has been created to help pupils understand the school's expectations across various behaviours. More details are available in stand-alone policies, which are referenced and in line with the most up-to-date version of the guidance.

Roles and responsibilities for behaviour at Shrewsbury

School pupils

Shrewsbury pupils are expected to take responsibility for their behaviour and its impact on others. The school fosters an environment of acceptance and inclusivity, where all individuals are respected regardless of differences, and any form of prejudice or discrimination is rejected. Racism, sexism, and homophobia are strictly prohibited. Pupils should respect the rights of their peers to learn and their teachers to teach. Pupils should strive to meet academic deadlines and take ownership of their organisation and time management. Technology should be used responsibly and respectfully, adhering to school policies and legal requirements. The school dress code should be followed, ensuring pupils' appearance reflects modesty, dignity, and professionalism. Pupils are expected to report behaviour they feel is unacceptable by informing a staff member of their choice, a member of the safeguarding team or via the anonymous reporting app. There are regular reminders about this responsibility in the whole school, house, and pastoral/ safeguarding assemblies, as well as in PSD lessons and tutorials.

Recording

All rewards and sanctions must be recorded on the school Management and Information system, ISAMS, to be part of the pupil's record.

Teaching Staff

All teaching staff members have a role to play in maintaining good order and discipline. They must have informed and reasonable expectations of pupil conduct, considering the particular needs of pupils, for example, those with SEND profiles or vulnerabilities, and be prepared to talk through and engage with issues of behaviour directly with the individual concerned before considering the use of sanctions. In a tutor capacity, staff play an essential role in reminding their tutees of the school's expectations in all aspects of behaviour. They provide a 'listening ear' for pupils and work to help any particular pupil navigate an appropriate way forward.

Housemasters/Housemistresses

These staff members are responsible for the safety and welfare of pupils in their Houses. They are expected to maintain good house discipline and encourage and reward effort and achievement in all spheres of school life. They will be the first and main point of contact with parents and staff about all aspects of a pupil's behaviour and personal development.

Deputy Head (Academic)

Liaises closely with Heads of Departments to monitor sanctions imposed concerning academic matters.

Deputy Head (Pastoral)

Is responsible for managing all issues of discipline and conduct within the school. They report to the Headmaster.

A system of rewards for achievement, effort and good conduct

The reward for good behaviour is mainly in the quality of life and relationships Salopians build among themselves and with staff. Shrewsbury takes pride in celebrating the success of its pupils and communicating this success to them and to their parents. To this end, there are a number of procedures in place to reward achievement, effort and behaviour. The following is by no means an exhaustive list but merely highlights a number of the key elements;

- The school commendation system allows teachers to reward pupils for their academic endeavours, effort and good conduct.
- A Headmaster Commendation may be awarded for an outstanding piece of work.
- Outstanding achievement in examinations is recognised with a special award from the Headmaster.
- The House Colours system enables Housemasters/Housemistresses to acknowledge achievement, loyalty, service and overall contribution to House life. Housemasters will also draw attention to examples of achievement, effort and good conduct in their regular House meetings.
- School Firsts are awarded at the end of each academic term in recognition of outstanding service or achievement within the school's broader context.
- The School Floreat system recognises pupils' achievements weekly. This is specially designed to reward Salopians' everyday achievements rather than the headline acts.
- The ISAMS electronic 'Pupil Comment' enables teachers to record a positive endorsement 'Commendation note' of pupil conduct, attitude and work. A copy of this is sent to the Deputy Head (Pastoral), Deputy Head (Academic), and the pupil's Housemaster/Housemistress and personal tutor.

Housemasters/Housemistresses are in regular contact with parents and communicate 'good news' both formally and informally. In addition to this, the Headmaster recognises particular achievements of pupils in his regular letters to parents.

Sanctions

At times, it is appropriate to follow up on unacceptable behaviour through a sanction system. Shrewsbury operates a tiered system as follows (1 = low level 5 = high level)

Corporal punishment

Corporal punishment, fines, the imposition of lines and unreasonable deprivation of liberty are all prohibited at Shrewsbury.

Sanctions levels

Teachers are encouraged to practice excellent classroom management and build solid relationships with pupils in order to ensure good order in the school. However, when rules are broken or expectations not met, staff may invoke the following-

Tier 1

- **School Service – Sports, Activities, Site.** For poor attendance, kit, dress, dropping litter etc.
- **Academic Detention** Interview with the appropriate Head of Section and a detention slot
- **Department Detention** Faculty Detention is a sanction that staff may use for transgressions relating to academic work. A Faculty Detention will require a pupil to visit the Faculty at a time of the teacher's choosing, where they will be required to complete a task related to the relevant academic subject.

- **House Gating** Pupils 'House Gated' are confined to their House or the School Site as specified by the HsM. They must complete a Gating card in full.

Tier 2

- **School Detention:** Interview with senior staff and 1 (single) or 2 (double) hour detention on Saturday in School dress. Gated all day Saturday. This is for serious misdemeanour that cannot be dealt with in any other manner and warrants Leadership team intervention.

Tier 3

- **School Gating** This is a serious sanction that is one step below suspension and one step above double school detention. It involves an interview with a senior member of staff and correspondence home, a week's gating and a double school detention on the Saturday of that week. In addition, pupils may not represent the school (sport, drama, music, activities, etc).

Tier 4

- **Suspension** A pupil may be sent home for a time specified by the Headmaster and return after a meeting with senior staff, and if appropriate, their parents.

Tier 5

- **Exclusion** If a pupil is persistently in breach of School Rules, or his or her attitude and behaviour are seriously damaging to the life or welfare of others, or for a single major breach of law, rule or morality, he or she may be asked to leave the School.

Behaviour and Consequence

While it is not feasible to provide an exhaustive list of all types of human behaviour and the school's corresponding responses, it is possible to outline general categories of behaviour and the school's responses following legislation and its internal policies. See Table of Responses (Annex 1).

Bullying (Ragging)/ Harassment/ Hate

The school has an Anti-Bullying policy that should be read in conjunction with this document. It outlines that behaviour of this nature is always unacceptable and will not be dismissed as normal or as "banter," "just having a laugh," or simply "part of growing up."

This behaviour will not be tolerated by the School because:

- it is harmful to the person who is targeted, to those who engage in this behaviour, and those who support them, and can in some cases lead to lasting psychological damage and even suicide;
- it interferes with a pupil's right to enjoy their learning and leisure time free from intimidation; and
- it is contrary to all our aims and values, our internal culture and the reputation of the School.

Types of bullying behaviour and their definitions are set out in detail in the Anti Bullying policy and should be understood by all pupils and staff. Any bullying behaviour should be reported to any staff member, or anonymously using the school's anonymous reporting app.

In any case of bullying, the HsM will be initially responsible for taking action. In more serious cases, he/she will inform the DSL who will liaise with the Headmaster and then decide the seriousness of the case and appropriate action will be recommended, which may include all tiers for the sanction system including expulsion.

Child on Child Abuse

Inappropriate behaviours between children that are abusive in nature including physical, sexual, or emotional abuse, exploitation, sexual harassment, all forms of bullying, coercive control, hazing/initiation rituals between children and young people, both on and offline (including that which is within intimate personal relationships) are known as Child on Child abuse.

All pupils are educated to understand this term and how this behaviour can manifest itself. They are also taught how to report concerns.

The school's response for breaches of conduct involving child-on-child abuse will be reported in line with the Safeguarding and Child Protection Policy and the recommendation of sanction made when investigations are completed.

Hazing Type Behaviour/ Initiation

Rituals that may involve harassment, abuse, or humiliation as a means of initiating someone into a group are strictly prohibited. Behaviour in communal areas such as houses, dormitories, and studies should mirror the conduct expected in a classroom with a teacher present. Older pupils must be aware of how their interactions with younger students could be perceived. It is never acceptable for pupils to damage others' belongings, hide items as a joke, move mattresses, or play pranks involving water or shower gel. "Play fighting" is inappropriate for senior school aged pupils and is not an excuse for physical contact with others. Any indication of the types of behaviour outlined within this subsection will be investigated by a member of the safeguarding team, and sanctions, including suspension and exclusion, may be applied.

Drugs

The School's Policy is that if it has evidence that a pupil has used, or is in possession of, or is involved in the supply of illegal drugs, it reserves the right to expel the pupil from the school. Where the school has concerns that a pupil may be associating with drugs or substances, then it reserves the right to carry out a drug test. See School Drug Policy for further details.

Smoking, possession of Cigarettes/ Vaping/ Nicotine products

The school operates an amnesty on tobacco and vaping/ nicotine products through which pupils can hand in to their HSM without sanction products at any time should they wish to ask for help to quit.

However, should pupils be caught with smoking/vaping/nicotine products the following sanctions apply.

- Possession - A first offence results in School Gating, and letter home from the DHP, visit to the Health centre and the offer of a cessation program. A second offence is likely to lead to suspension.
- Pupils caught actively smoking or vaping in and around buildings are likely to be suspended on their first offence.
- Multiple suspensions would warrant conversations with parents and the

Headmaster about the pupil's place in the school. Individuals found in the company of those smoking or vaping should expect similar treatment.

Alcohol

Alcohol awareness figures prominently within our PSD (PSHE) program. Any pupil involved in the purchase and/or consumption of spirits should expect to be suspended. Any pupil who brings alcohol into the School, or consumes alcohol illegally, may also be suspended. Conscious of the potential dangers of alcohol, the School will respond strongly to any examples of excessive drinking. See School Alcohol Policy for further details.

Theft

The taking of possessions/money/bank cards or any other item belonging to others is a criminal offence. The School will investigate theft and fraud; it may invoke sanctions, such as suspension and may involve the police if necessary.

Fake ID

All members of the School are warned that possession of false ID contravenes School Rules and will be punishable by School Gating to include a double School Detention, confiscation of the ID and a formal letter of warning to parents/guardians.

Intimate Relationships

It is essential for pupils to recognise the fact that school is not a place for sexual intimacy. Pupils found in a compromising situation should expect to be suspended; any found in seriously compromising circumstances may be asked to leave the school. Any allegation of sexual harassment or sexual abuse will be dealt with using the school's safeguarding and child protection policy.

The school will be the final arbiter regarding the suitability of school relationships which must always abide by the laws of the land.

Mobile Phones

Mobile phone use should follow school policy unless directed by a member of staff. Pupils should be mindful of the value of face-to-face communication. Staff may confiscate phones for breaches of these rules.

Pupils should not post or share/ show inappropriate content to other, and education around the sharing of inappropriate content and the law is regularly communicated through pastoral assemblies and PSD lessons. Pupils should not take photos of people without the consent of the person in the image and special consideration should be taken to ensure the privacy of people when phones are in shed spaces such as dormitories. Any allegations around inappropriate use of a mobile phone will be initially be flagged as a safeguarding matter and the DSL will decide on the appropriate next steps. These may in serious situations involve informing the police. Sanctions apply and these could be suspension and exclusion for very serious offences.

VPN Use

VPN use is not allowed within school without permission from the DSL and the IT services

team. Some peoples may have a legitimate use for it, and they should discuss this with their HSM who can contact the DSL for support. Anyone found to have a VP on their device will be sanctioned. The level of sanction will be proportional for what they are using the VPN to access.

Prohibited Items

School should be a safe environment for all pupils and staff. The Headmaster, Senior Deputy Head and Deputy Head (Pastoral) and staff they authorise have a statutory power to search a pupil or their possessions where they have reasonable grounds to suspect that the pupil may have a prohibited item listed below, or any other item that the school rules identify as an item which may be searched for.

The list of prohibited items is:

- knives and weapons;
- alcohol;
- illegal drugs;
- stolen items;

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, or damage to property of; any person (including the pupil).

an article specified in regulations:

- tobacco and cigarette papers;
- fireworks; and
- pornographic images.

The school's policy with regard to the confiscation of pupil's property is detailed within the 'Conducting a Search and Confiscation Policy'.

Use of Restraint

Whilst the use of physical restraint should never be confused with the imposition of school sanction, any use of physical restraint will be by reasonable and non-injurious means. Such physical intervention should only be employed when immediately necessary and for the minimum time necessary to prevent injury to self or others or very serious damage to property. Examples of this must always be recorded in writing and reported immediately to the Headmaster and Deputy Head Pastoral.

Appendix 1 Table of Sanctions

| SISI Behaviour Sanctions Policy Guide | | | |
|---------------------------------------|---|-------|---|
| Record all incidents on ISAMS | | | |
| No. | Infringement | Level | Typical Sanction |
| 1 | Copying the work of others | 1 | Detention with the teacher break of lunchtime |
| 2 | Creating a mess | 1 | Tidy mess |
| 3 | Disrespectful to the feelings of others | 1 | Conversation with child and report to tutor |
| 4 | Eating in class | 1 | Class detention |
| 5 | Excluding others | 1 | Conversation with child and report to tutor |
| 6 | Failure to complete class work to an acceptable standard | 1 | Repeat work for homework and detention with a teacher who sets work |
| 7 | Failure to complete homework to an acceptable standard or failure to hand homework in on time | 1 | Repeat work for homework and detention with the teacher who sets work |
| 8 | Failure to write down homework (even if homework is complete) | 1 | Detention with teacher setting homework |
| 9 | Incorrect uniform, non-uniform clothing worn or uniform worn incorrectly without note | 1 | Correct uniform; tutor to put on the report if continues |
| 10 | Lack of aspiration, effort or initiative | 1 | Conversation with child and report to tutor |
| 11 | Lack of equipment | 1 | Conversation & instruction to purchase from teacher/ tutor |
| 12 | Late | 1 | Conversation / Detention with person marking late |
| 13 | Littering | 1 | Pick up litter |
| 14 | Low-level disruption in class or activity | 1 | Detention |
| 15 | Messy room | 1 | Detention with matron |
| 16 | No ID at mealtime | 1 | Loss of reward |

| SISI Behaviour Sanctions Policy Guide | | | |
|--|---|--------------|--|
| Record all incidents on ISAMS | | | |
| No. | Infringement | Level | Typical Sanction |
| 17 | Not taking responsibility in-house | 1 | Loss of reward |
| 18 | Unauthorised entry/exit to/from permitted areas | 1 | Detention with House staff or Teacher |
| 19 | Poor attitude | 1 | Conversation with tutor and loss of house rewards or privileges |
| 20 | Rude | 1 | Detention with staff rude towards / meeting with tutor and person rude towards |
| 21 | Second device | 1 | Confiscate device, loss of phone time and loss of house reward or privileges. |
| 22 | Skiping meals | 1 | Conversation with tutor and loss of house rewards or privileges |
| 23 | Speaking too loudly | 1 | Conversation with tutor |
| 24 | Consistently poor behaviour | 2 | Put on report to tutor and meeting with child and parent |
| 25 | Defiance | 2 | Report to HSM and meeting with parent & HSM |
| 26 | Destruction of property | 2 | Isolation and pay cost |
| 27 | Disruption | 2 | Report to HSM and phone call home |
| 28 | Failed report card | 2 | New report card, detention with person on report to and phone call/email home |
| 29 | Failure to follow instructions | 2 | Detention with staff not following instructions from & meeting with tutor, teacher and student |
| 30 | Inappropriate language | 2 | Detention with HSM |
| 31 | Lost behaviour report card | 2 | Detention with a member of staff on report to |
| 32 | Lying | 2 | Detention with HSM |
| 33 | Mild physical contact | 2 | Meeting with parents |
| 34 | Non-Compliance | 2 | Report to HSM and meeting with parent & HSM |
| 35 | A non-physical altercation with another student | 2 | Detention / Isolation |

| SISI Behaviour Sanctions Policy Guide | | | |
|--|---|--------------|---|
| Record all incidents on ISAMS | | | |
| No. | Infringement | Level | Typical Sanction |
| 36 | Persistent use of mobile phone in school without a note | 2 | Meeting with child and parent; child to only have phone time once a week |
| 37 | Physical contact (romantic relationship) | 2 | Meeting with HSM as a first warning, followed by meeting with HSM, SLT and parent |
| 38 | Property Misuse in House | 2 | Detention with HSM |
| 39 | Sleeping in class/activity | 2 | Early to bed and loss of reward, report card |
| 40 | Snacks in room | 2 | Confiscation of snacks, phone call home from house |
| 41 | Swearing | 2 | Detention with the class teacher and phone call home from the tutor/ HSM |
| 42 | Unapproved snacks | 2 | Confiscation of snacks, phone call home from house |
| 43 | Alcohol | 3 | Exclusion in the first instance with permanent exclusion for repeat offences |
| 41 | Swearing | 2 | Detention with the class teacher and phone call home from the tutor/ HSM |
| 42 | Unapproved snacks | 2 | Confiscation of snacks, phone call home from house |
| 43 | Alcohol | 3 | Exclusion in the first instance with permanent exclusion for repeat offences |
| 44 | Attempting to leave the school campus | 3 | Exclusion/Suspension Meeting with parents |
| 45 | Escaping campus | 4 | Exclusion/Suspension Meeting with parents |
| 46 | Bullying | 3 | Isolation in the first instance with permanent exclusion for repeat offences |
| 47 | Cigarettes | 3 | Isolation in the first instance with permanent exclusion for repeat offences |
| 48 | Contraband items | 3 | Isolation / Suspension |
| 49 | Discrimination | 3 | Isolation |
| 50 | Drugs | 5 | Permanent Exclusion/Suspension meeting with parents |
| 51 | Failure to strap in on | 3 | Meet with Head of Section |

| SISI Behaviour Sanctions Policy Guide | | | |
|--|--|--------------|---|
| Record all incidents on ISAMS | | | |
| No. | Infringement | Level | Typical Sanction |
| 52 | bus/coach | | |
| 53 | Fighting | 4 | Isolation/Suspension |
| 54 | Harassment | 4 | Isolation |
| 55 | Harming the reputation of the school | 4 | Loss of reward, meeting with leadership team member, possible exclusion |
| 56 | Hate violence | 4 | Isolation |
| 57 | Misuse of medication | 4 | Parent meeting with leadership team member & possible exclusions |
| 58 | Swearing/strongly disrespectful behaviour towards staff member | 4 | Isolation |
| 59 | Theft | 3 | Parent meeting with leadership team member |
| 60 | Dangerous Behaviour | 4 | Isolation / Sent home pending meeting with leadership team member |

Exclusion refers to internal or external exclusion depending on behaviour history and circumstances. For further details, read the SISI Behaviour policy.