



SEDBERGH SCHOOL

| Behaviour, Rewards & Sanctions Policy | |
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| Version | 2021.3 |
| Effective from | December 2021 |
| Extent of Policy | Sedbergh Senior School |
| Policy Owner | Senior Deputy Head (Pastoral) |
| Governor | Lt Gen Sir Andrew Gregory |
| Review by | September 2022 |
| Frequency of Audit | Annual |
| Circulation | Teaching Staff Handbook Parents by request |
| Publication | Website |

The School endeavours to inculcate good behaviour amongst its pupils at all times. This is done through the spiritual and moral standards set by all the staff and the senior pupils. In the classroom good behaviour is the responsibility of the teacher. In the Houses each House team expects pupils to be helpful, supportive and caring members of their community. On the games field, team captains and coaches appreciate the need to maintain Sedbergh's good name. The reward for good behaviour is the happy and caring community that Sedbergh is known for. This policy should be considered in line with other School policies for Child Protection & Safeguarding (including peer on peer issues), Counter-Bullying, and IT Acceptable Use (which is appended to the E-Safety Policy).

The School is a community based on:-

- trust
- honesty
- high expectations of behaviour
- high standards of achievement both in and out of the classroom
- good manners and courtesy
- care, concern and consideration for others
- selflessness
- the appreciation of diversity
- total commitment to its Counter Bullying Policy and Safeguarding Children Policy

Rewards

Pupils at Sedbergh are rewarded for their good behaviour and academic or extra-curricular endeavour in a variety of ways:

- Teachers may award **academic merits** for work that illustrates commendable academic effort or attainment.
- Teachers may award **service merits** for exceptional helpfulness or service to the School.
- The award of **merits** is announced daily in Houses at evening roll call.
- There is also a **whole School merit competition** for which both cumulative and individual totals are published weekly.
- **Colours** for academic, sporting and cultural activities are awarded throughout the School year.
- **Average effort grades** from School reports are published after each report cycle and those pupils with the best effort grades are widely acknowledged throughout the School.
- Throughout each week, Houses acknowledge all manner of successes in **full House meetings**.

Higher Rewards

- Heads of year hold **year group assemblies** following the publication of each report, during which achievement and endeavour is both acknowledged and rewarded in front of the year group.
- Immediately after each report cycle, Heads of Year forward names to the Senior Deputy Head (Pastoral) of the most deserving pupils from that cycle. These pupils are invited to a **Commendation Lunch** in Queen's Hall with the Headmaster and senior staff.
- In full School **assembly** every Monday, the Headmaster will reward individual pupils and groups or teams for their achievements, by ensuring they have the School's recognition and applause.

Sanctions

Sanctions are explained to all new staff and pupils with the intention that they are applied consistently and transparently. In all instances an attempt is made to understand why pupils

behave in certain ways and appropriate support is offered to anyone affected by poor behaviour. Tutors, Housemasters and Housemistresses will endeavour to guide pupils to strive for the highest standards of behaviour and thus avoid sanctions wherever possible.

- Teachers may raise an **academic concern** for poor or incomplete prep, or if a pupil is struggling to some degree in class. These carry no sanction but are simply to raise awareness.
- Pupils who are recorded as **late to lessons** and have no valid reason, will be asked to present themselves to the staff in charge of **Academic Detention** the following morning at 7.30am. If they forget, they will be placed in Academic Detention for the following morning.
- For poor appearance, improper behaviour or for being ill-equipped to learn, pupils may receive **endorsements** from their teachers.
- A culpable failure to complete prep, the repeated submission of poor prep or a culpable failure to prepare for a test, will result in the pupil being placed in a **morning academic detention**. These detentions take place from 7.30am to 8.00am and are staffed by senior members of staff. Pupils who fail to attend **academic detention** a second time and without a valid reason will be placed in the next **Saturday night Detention**.
- Any sanctions are discussed with pupils daily at evening roll call.

Support

Tutors will routinely monitor all rewards and sanctions and discuss these with their tutees throughout each week. Tutors may then request additional support where appropriate whereby Heads of Year may then intervene by placing a pupil on academic or behavioural report. This process will usually last a week and will require pupils to meet daily throughout that week to discuss their progress with their Head of Year. Pupils on academic or behavioural report will also attend support sessions on Wednesday or Thursday afternoons with their Head of Year.

Higher sanctions

If issues are serious or endorsements accumulate, a member of SMT may also wish to discuss these incidents with the pupils. In such circumstances, the member of SMT, will consistently apply sanctions (i) or (ii) from the following list, or recommend sanctions (iii) to (v) to the Headmaster.

- (i) Saturday night detention**
Supervised silent study in uniform from 7.30pm until 9pm (years 9 & 10) or 7.30pm until 10pm (years 11-13).
- (ii) Deputy Head's gating**
Daily meetings with the Senior Deputy Head (Pastoral) whilst also House gated.
- (iii) Headmaster's gating**
Daily meetings with the Senior Deputy Head (Pastoral) whilst suspended from all activities bar lessons and Chapel.
- (iv) Suspension**
Temporary removal from School.

(v) Exclusion

Permanent removal from School.

- Housemasters and Housemistresses will inform parents of the incidence and reasons for the level (i) or (ii) sanctions above.
- The Headmaster's office will inform parents of the incidence and reasons for level (iii) sanctions or above as soon as is reasonably possible.

Other

- The School has zero tolerance of any abusive behaviours and all allegations of sexual violence, sexual harm, racial, gender, or online abuse will be investigated by a member of SMT. If found guilty, perpetrators may be suspended or excluded from School.
- Any incident involving bullying, or drinking/supply of spirits is likely to result in suspension from School as a minimum sanction. Similarly, any pupil found to be vaping may be asked to take a drugs test and repeat offenders, or those who supply vaping equipment, are likely to be suspended from School.
- Housemasters/mistresses or members of SMT may decide to House gate a pupil for a defined period.
- Prefects have a range of sanctions at their disposal, as issued to Housemasters/mistresses and Prefects by the Senior Deputy Head (Pastoral). These may be adapted at the discretion of the Housemasters/mistresses and sanctioned by any member of SMT. Senior pupils must record sanctions given in the House.
- On the rare occasion when a pupil's behaviour has not been acceptable a contract might be drawn up between the pupil, parents and the School.

Further information can be found from the following DfE guidance:

[https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/488034/Behaviour_and_Discipline_in_Schools - A guide for headteachers and School Staff.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/488034/Behaviour_and_Discipline_in_Schools_-_A_guide_for_headteachers_and_School_Staff.pdf)

The School's policies on behaviour and discipline, current at the time and published on the School website, apply to all pupils at the School and at all times;

- when the Pupil is in or at school (including when engaged in online or remote learning)
- representing the school or wearing School uniform
- travelling to or from School
- on School-organised trips or associated with the school at any time.

The policies shall also apply at all times and places in circumstances where failing to apply this policy may affect the health, safety or wellbeing of a member of the School community or a member of the public, have repercussions for the orderly running of the School or bring the School into disrepute.

Searching & confiscation

Sedbergh School adheres to the following guidance which is outlined below:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/674416/Searching_screening_and_confiscation.pdf

Searching

- School staff can search a pupil for any item if the pupil agrees.
- The Headmaster and staff authorised by the Headmaster have a statutory power to search pupils or their possessions, without consent, where they have reasonable grounds for suspecting that the pupil may have a prohibited item. Prohibited items are:
 - knives or weapons
 - alcohol
 - illegal drugs
 - stolen items
 - tobacco, cigarette papers or any vaping equipment
 - 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, or damage to the property of, any person (including the pupil).

Confiscation

School staff can seize any prohibited item found as a result of a search. They can also seize any item, however found, which they consider harmful or detrimental to School discipline.

The use of reasonable force

Sedbergh School adheres to the following guidance which is outlined below:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/444051/Use_of_reasonable_force_advice_Reviewed_July_2015.pdf

What is reasonable force?

1. The term 'reasonable force' covers the broad range of actions used by most teachers at some point in their career that involve a degree of physical contact with pupils.
2. Force is usually used either to control or restrain. This can range from guiding a pupil to safety by the arm through to more extreme circumstances such as breaking up a fight or where a pupil needs to be restrained to prevent violence or injury.
3. 'Reasonable in the circumstances' means using no more force than is needed.
4. As mentioned above, schools generally use force to control pupils and to restrain them. Control means either passive physical contact, such as standing between pupils or blocking a pupil's path, or active physical contact such as leading a pupil by the arm out of a classroom.

5. Restraint means to hold back physically or to bring a pupil under control. It is typically used in more extreme circumstances, for example when two pupils are fighting and refuse to separate without physical intervention.
6. School staff should always try to avoid acting in a way that might cause injury, but in extreme cases it may not always be possible to avoid injuring the pupil.

Who can use reasonable force?

- All members of School staff have a legal power to use reasonable force.
- This power applies to any member of staff at the School. It can also apply to people whom the Headmaster has temporarily put in charge of pupils such as unpaid volunteers or parents accompanying pupils on a School-organised visit.

When can reasonable force be used?

- Reasonable force can be used to prevent pupils from hurting themselves or others, from damaging property, or from causing disorder.
- In a school, force is used for two main purposes – to control pupils or to restrain them.
- The decision on whether or not to physically intervene is down to the professional judgement of the staff member concerned and should always depend on the individual circumstances.

The following list is not exhaustive but provides some examples of situations where reasonable force can and cannot be used.

Schools can use reasonable force to:

- remove disruptive children from the classroom where they have refused to follow an instruction to do so;
- prevent a pupil behaving in a way that disrupts a school event or a school trip or visit;
- prevent a pupil leaving the classroom where allowing the pupil to leave would risk their safety or lead to behaviour that disrupts the behaviour of others;
- prevent a pupil from attacking a member of staff or another pupil, or to stop a fight in the playground;
- restrain a pupil at risk of harming themselves through physical outbursts.

Schools cannot use force as a punishment – it is always unlawful to use force as a punishment. All forms of corporal punishment are not allowed under any circumstances.

An immediate, detailed written report should be made of any incident involving the use of force as soon as practical after the incident has taken place and forwarded to the Senior Deputy Head (Pastoral) for inclusion in the “Incidences of the Use of Reasonable Force” book.

Dr J M Burns
Senior Deputy Head (Pastoral)
December 2021

Appendix 1

Prefects' & Heads of House Privileges

The SMT will meet with Prefects and Heads of Houses for breakfast in Queen's Hall on alternate Friday mornings to listen to their concerns or suggestions.

Prefects and Heads of Houses, will also be invited to join SMT and/or HSMs for drinks on the School campus. When the invitation is made, the pupil should check that their Housemaster/mistress is happy for them to attend and they should sign out of the House at the agreed time. The pupil should comply with the School Alcohol Policy and report back to their Housemaster/mistress at the agreed time and sign back in.

School & House Prefects' Sanctions

It is acknowledged that there may be times when prefects have the need to sanction a pupil who has broken rules or not followed instructions while the prefect has been carrying out their duties. Examples of offences for which sanctions can be given include:

- Being late for roll call
- Talking or inappropriate behaviour during roll call
- Misbehaviour during prep
- Being late for bed
- Excessive noise or being out of bed after lights out
- Failure to do assigned duties

Process

1. The prefect informs pupil of sanction
2. The Prefect informs HSM of sanction. HSM will authorise sanction, adjust the sanction or cancel the sanction as appropriate.
3. The HSM should record the sanction as a House note in iSAMS.

Appropriate sanctions include:

- (a) a map is to be drawn which is of educational value and features a country either being studied by the pupil or in the news. The map must be drawn on a piece of paper signed by the HSM and handed into HSM when complete.
- (b) performing extra duties in the house such as helping with laundry, cleaning, litter picking etc.
- (c) reading and providing a written summary of a newspaper article.
- (d) writing an essay about the importance of good behaviour/manners/core values, etc.

Behaviour, Rewards & Sanctions Policy – Action Points

| UNDERTAKING | BY WHOM |
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| Explain behaviour and sanctions policy to new staff. | Senior Deputy Head (Pastoral) |
| Explain behaviour and sanctions policy to new pupils. | Pupil's Tutor |
| Discuss disciplinary situations with the pupil concerned | Pupil's Tutor |
| Ensure Tutors discuss disciplinary situations with pupil concerned | HSMs, Heads of Year |
| Discuss disciplinary situations with the pupil concerned if involving Deputy Head gating, Headmaster's gating, suspension or exclusion. | Senior Deputy Head (Pastoral) or Senior Deputy Head |
| Inform parents of a pupil of disciplinary situations where appropriate, and always in the case of Saturday Night Detention, Deputy Head gating, Headmaster's gating, suspension or exclusion. | HSMs |
| Formally inform parents of the details where a pupil has undergone Headmaster's gating, suspension or exclusion. | Headmaster |
| All instances of the use of reasonable force will be immediately reported to the Senior Deputy Head (Pastoral) in writing for inclusion in the "Incidences of the Use of Reasonable Force" book. | All staff |