

## Code of Conduct thresholds

| Standalone incidents   |  |                    |
|--|--|--------------------|
| Category   | Incident                                       | Staff Actions      |
| Ready  | Incorrect uniform or equipment inc partial kit | Tell               |
|  | Poor standard of homework                      |                    |
|  | Late to school/lesson                          | Immediate sanction |
|  | Full missing kit ( PE, drama, CCF)             |                    |
|  | Failure to hand in homework                    |                    |
| Respectful   | Unkind*  | Ask, tell, removal |
|  | Disregard for the environment or property      |                    |
|  | Inappropriate physical contact                 |                    |
|  | Disrespect to staff                            |                    |
|  | Talking during a 'hands up'                    |                    |
|  | Inappropriate language                         | Immediate sanction |
| Responsible  | Lack of effort                                 | Ask, tell, removal |
|  | Disruption                                     |                    |
|  | Chewing gum/energy drink/fizzy drink/aerosols  | Immediate sanction |
|  | Extreme or unsafe behaviour                    |                    |
|  | Mobile phone seen or heard                     |                    |
|  | Incorrect toilet/year group area               |                    |
| Sanction = confiscation of banned item + removal where appropriate + 1hr detention |  |                    |
| *unkind incidents will be investigated as potential bullying                       |  |                    |

## Significant Sanctions

| Sanction type   | Code of Conduct  |
|---|--|
| Detention<br>(1 hour)                                   | <ul style="list-style-type: none"> <li>• Removal</li> <li>• Immediate sanction</li> <li>• 3xtells in a school week</li> </ul>  |
| SLT Detention<br>(1 hour + 1 hour restoration activity) | <ul style="list-style-type: none"> <li>• More than one removal in a day</li> <li>• Failing to attend a 1 hr detention</li> <li>• Failing to meet detention criteria</li> <li>• Failing a lesson removal</li> <li>• Truancy within school</li> <li>• Extreme unsafe behaviour</li> </ul>  |
| Loss of Social Time                                     | <ul style="list-style-type: none"> <li>• Repeated poor behaviour during social time</li> </ul>   |
| Refocus programme                                       | <ul style="list-style-type: none"> <li>• Failure to complete an SLT detention</li> <li>• Student reaches step 4 or beyond of the escalation process</li> <li>• Any Truancy outside of school</li> <li>• Persistent refusal to comply with a member of staff including walking away</li> <li>• Bringing the Academy into disrepute</li> <li>• Physical altercation</li> <li>• Bullying</li> <li>• Racism</li> <li>• Homophobia, transphobia or any other prejudice-related behaviour</li> <li>• Extremist language</li> <li>• Possession of banned item including vapes</li> </ul>  |
| Suspension<br>1-5 days                                  | <ul style="list-style-type: none"> <li>• Failure to meet the expectations of the Refocus Room</li> <li>• Behaviours considered extreme in their nature</li> </ul>  |
| Off site direction                                      | <ul style="list-style-type: none"> <li>• Persistent poor behaviour for which other interventions have not been successful</li> </ul>   |
| Permanent Exclusion                                     | <ul style="list-style-type: none"> <li>• Persistent unacceptable behaviour which has previously been reported and for which Academy sanctions and other interventions have not been successful in modifying the student's behaviour.</li> <li>• Persistent Bullying</li> </ul> <p>One off serious breaches of the code of conduct</p> <ul style="list-style-type: none"> <li>• Actions which put the student or others in danger.</li> <li>• Verbal abuse to staff or students</li> <li>• Physical abuse to/attack on staff or students</li> <li>• Breach of E-Safety policy</li> <li>• Wilful damage to property</li> <li>• Use of, possession of, banned substances</li> <li>• Theft</li> <li>• Serious actual or threatened violence against another student or a member of staff</li> <li>• Sexual abuse or assault</li> <li>• Supplying a banned substance</li> <li>• Carrying an offensive weapon.</li> <li>• Arson</li> </ul> |