

PUPIL BEHAVIOUR MANAGEMENT POLICY

Introduction

The community of Repton School is founded on principles of tolerance, courtesy and individual aspiration balanced by respect and compassion for others. The School is committed to safeguarding and promoting the welfare of its pupils and to providing a secure, stimulating and inclusive environment in which they can realise their full potential academically, in their extracurricular pursuits and their personal development. We pride ourselves on the positive relationships which exist between staff and pupils and the strength of our partnership with parents, and high standards of conduct are promoted more by encouragement and celebration of success than by use of sanctions. When infringements do merit formal sanctions, these are administered within the broader pastoral context and with a focus on a positive outcome for both the individual and the community as a whole.

Expectations of pupils and staff

All pupils are expected to maintain the highest standards of conduct throughout their time in the School and in any written or electronic communication regarding the School. They should exercise commonsense, decency and self-discipline, both in public and in private, and the School attaches a high importance to good manners, punctuality and taking a pride in one's appearance, as well as qualities such as integrity and respect for the needs of others. Pupils are expected to respect the ethos of the School, to engage positively with the opportunities and experiences of school life, to co-operate fully with members of staff and to take responsibility for their own actions.

Pupils should also be familiar with and adhere to the School Rules, which are included in the new pupils' Welcome Packs and also printed in the Blue Book, distributed annually to all pupils of the School and their parents, as well as staff.

Members of staff are expected to set a positive example to pupils and to establish an appropriate tone with regard, for example, to dress, punctuality and personal conduct.

All members of staff have a responsibility for promoting high standards of behaviour and maintaining good discipline but more serious offences will be dealt with by Housemasters, the Deputy Head (Pastoral) and the Headmaster.

Rewards

The School encourages and rewards good behaviour and members of staff are encouraged to be generous in their praise of pupils. Endeavour at every level should be recognised and it is particularly important to acknowledge improvements and achievements of those pupils who have previously had a record of poor behaviour or lower levels of achievement.

Housemasters are very effectively placed to be recognize pupils' progress and successes and to celebrate this by individual praise or more public recognition within the house community. They are in regular contact with parents, both individually and via formal mechanisms such as newsletters and house webpages. House Colours may be awarded to pupils in recognition of their contribution and commitment to house life. House and academic Tutors also have a key role to play in this regard.

Pupils' opinions on school issues are actively and regularly sought both through formal avenues such as the weekly School Prefects meeting and informally through discussion between staff and pupils of all ages.

Pupils enjoy a variety of privileges such as the freedom to visit other houses and the shops within the village and to attend Socials, and additionally for the Sixth Form membership of the JCR and unaccompanied trips to Burton or Derby.

Academic rewards are intended to recognise and encourage achievement. These include: Copies, which may be awarded by members of staff for individual pieces of work; Commendations from the Headmaster or the Deputy Heads, which recognise particular periods of effort; and subject prizes or Scholarships awarded to pupils attaining particular distinction.

The allocation of positions of responsibility, such as appointments as House and School Prefects, Officers of Societies and the Combined Cadet Force, Head Choristers and membership of Social Committee, will reflect pupils' record of conduct, judgement, integrity and commitment.

Recognition of particular distinction in extracurricular activities, such as music and sport, will be made by the award of Colours, Distinctions, Teamers or Choices.

Honours boards, displays of pupil work and media such as Headmaster's termly letters, the school magazine and website are useful mechanisms for recognising pupil's successes.

Sanctions

The School prides itself on the positive relationships between pupils and staff. Minor instances of poor behaviour by a pupil will usually be dealt with by means of a verbal reminder by the teacher of the School's expectations. If the misbehaviour is sufficiently serious or persistent to warrant a longer discussion, this should be conducted on an individual basis, and, where appropriate, teaching staff should involve such problems with Heads of Department, Tutors and Housemasters.

A range of formal sanctions is permitted, which are designed to help members of staff to manage inappropriate behaviour, establish clear boundaries, and ensure the safety of all pupils. Sanctions will be applied fairly and, where appropriate, after due investigation has taken place, and will represent a proportionate and appropriate response to the offence committed. Members of staff must ensure that pupils understand the sanction and the reason for which it is applied. While sanctions may undergo reasonable change from time to time, under no circumstances may any punishment degrade or compromise the welfare of the individual pupil or constitute any form of unlawful activity.

'Blue' is reserved for minor disciplinary offences in the classroom, such as failure to submit work on time or talking during the lesson. This is a written imposition, to be completed on blue paper or 'Blue' obtained from the pupil's Housemaster and set in multiples of 40 lines, with a minimum of 40 and a maximum of 240 for a single offence. The task set should be relevant to the offence or the academic subject; 'lines' are not permitted.

Early Morning Call is set for offences such as poor punctuality for lessons or inappropriate dress. Pupils are required to report to the School Marshall at the Lodge in full school uniform at 7.45am. Where it is impossible for a day pupil to attend at 7.45am, Housemasters may commute an Early Morning Call to a suitable alternative such as a day's Loss of Privileges.^{4.5} Academic Detention is used when a pupil has persistently failed to produce work or work of a satisfactory quality. It consists of a 90-minute session and arrangements for Academic Detention are under the supervision of Deputy Head (Academic).

Headmaster's Detention is reserved for more serious offences, such as any form of rudeness to a member of staff, deliberate cutting of a lesson, failure to complete an imposition, cheating, lying or any form of dishonesty, or any other offence considered sufficiently serious for the Headmaster's attention to be drawn to it. The detention lasts from 7.15pm to 8.45pm on Saturday evening and pupils who receive this sanction also lose their social privileges for that evening. Arrangements for Headmaster's Detention are under the supervision of Deputy Head (Pastoral).

Serious breaches of School Rules may be punished by Loss of Privileges (also known as Gating): the withdrawal of a pupil's social privileges for a specified period of time. Such offences include smoking, breaching of the rules regarding alcohol and breaking of bounds. These offences should be reported to the relevant Housemaster or Deputy Head (Pastoral). Loss of Privileges may be imposed by Housemasters or members of the Senior Management Team and may involve elements such as periods of additional work and loss of access to social activities including Socials, JCR and other Houses. Pupils may also be set additional jobs: these must be for the benefit of the community and, while they may be menial, must not be degrading.

Pupils who commit more serious offences may be suspended for a specified period or permanently expelled from the School. A pupil may be formally expelled if it is proved on the balance of probabilities that the pupil has committed a very grave breach of school discipline or a serious criminal offence. Expulsion is reserved for the most serious breaches. Such offences involve serious issues of pupils' safety and welfare, the School's responsibility and the law, and include possession of illegal substances, repeated breaching of the rules regarding alcohol and smoking, serious breaking of bounds or any major infringement of School Rules. Offences of this nature must be reported to the relevant Housemaster, Deputy Head (Pastoral) or Headmaster, who will investigate and take appropriate action. The sanctions of suspension and expulsion are applied by the Headmaster.

The circumstances which may lead to suspension, expulsion or required removal involve serious issues of pupils' safety and welfare, the School's responsibility and the law and include but are not restricted to:

- Supply, possession or use of certain drugs and solvents or their paraphernalia or substances intended to resemble them, and alcohol or tobacco
- Theft, blackmail, physical violence, intimidation, racism and persistent bullying
- Offences of a sexual nature
- Supply or possession of pornography or unauthorized firearms
- Vandalism and computer hacking
- Persistent attitudes or behaviour inconsistent with the School's ethos
- Other serious misconduct towards a member of the school community or which brings the School into disrepute (single or repeated episodes) on or off school premises.

Offences of this nature must be reported to the relevant Housemaster, Deputy Head (Pastoral) or Headmaster, who will investigate and take appropriate action. The sanctions of suspension and expulsion are applied by the Headmaster.

When the alleged offence is a serious one, the investigation will normally be conducted by the Deputy Head (Pastoral) and its outcome reported to the Headmaster. A distinction will be preserved between factual evidence and interpretation and conclusion. The investigation will be conducted in a fair and unbiased manner and all reasonable care will be taken to ensure that the pupil's human right and freedoms are preserved and that his/her parents are informed as soon as becomes practicable. Investigations will be conducted in accordance with the School's Terms and Conditions and the Expulsion, Removal and Review Policy.

Corporal punishment is not permitted in the School under any circumstances.

The School reserves the right for its staff to use reasonable force to control or restrain a pupil in specific circumstances, in accordance with the Education and Inspections Act 2006 and the

School's Physical Restraint Policy This will be employed only when immediately necessary and for the minimum period of time required to prevent the committing of an offence, injury to any pupil(s) or serious damage to property or to restore good order and discipline, and the force used must be in proportion to the consequences it is intended to prevent. Situations of this type must be reported in writing to the Headmaster within 12 hours of the incident and he will contact parents/guardians of the pupil involved as soon as is practical.

SABT

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