

Behaviour, Rewards, Sanctions and Discipline

Date of Latest Review: 31 August 2024

Responsible Person: Deputy Head

The purpose of this policy is to:

- create an environment which is conducive to achieving the mission and aims of the School.
- provide clearly defined limits that are easily understood by pupils, staff and parents.
- aid all staff in the management of behaviour.
- ensure high standards of behaviour are promoted and maintained.

The policy aims to establish:

- a caring, stimulating and secure environment in which staff and pupils can work safely and productively.
- good adult role models of caring, co-operative behaviour.
- the reinforcement of positive attitudes to expectations.
- the celebration of a wide range of achievements.
- the acceptance by all School staff of a responsibility for maintaining good discipline.

The Behaviour Policy includes a system of rewards and sanctions which provide the main part of the structure for achieving the aims of the policy. Staff will try to encourage and praise pupils whenever possible and appropriate. It is hoped that such rewards will result in further motivation for improvement and will help to maintain the high level of discipline within the School.

The School believes that good discipline is best promoted by purposeful learning.

Behaviour

Warminster School's expectations require the highest standards of courtesy, integrity, good manners, good discipline and respect for the needs of others. We expect, and parents accept, that each pupil will take a full part in the activities of the School, will attend each school day, will be punctual, will work hard, will be well behaved and will comply with the school rules about the wearing of uniform and appearance. Good behaviour is promoted at Warminster in several ways. There is a strong pastoral ethos at the School which encourages positive moral and social attitudes. Church, Assembly and PSHE events all focus on virtues (especially kindness, integrity, empathy, courage and social responsibility). All staff are expected to act as positive role models, as are prefects, mentors and older pupils.

Parents and pupils have an opportunity on request to see the School Rules before they accept the offer of a place. When parents accept the place for their son or daughter, they confirm that they accept the authority of the Head and of other members of staff on the Head's behalf to take all reasonable disciplinary or preventative action necessary to safeguard and promote the welfare of each pupil and the School community as a whole.

This policy, and the School rules current at the time, applies to all pupils when they are on school premises or not, in the care of the School, wearing school uniform, or otherwise representing or associated with the School, including a school trip or activity at any place or time.

Discipline is not an end in itself, but rather a means to ensure that all pupils are able to benefit fully from the opportunities the School provides. This policy therefore needs to be read in conjunction with other policies, for example Anti-Bullying, Child-on-Child Abuse, Sexual Violence and Sexual Harassment and ASEND. Warminster Staff can rely on full support from Senior colleagues in applying the School's discipline policy.

High standards of behaviour, manners and discipline are expected of all pupils at all times. Pupils are expected to behave in such a way as to bring credit to the School. The School is sensitive to pupils with special educational needs and will consider this when monitoring patterns and trends.

Particular attention is drawn to the following points:

- All pupils are expected to display kindness, empathy and integrity at all times particularly in the presence of adults and in the classroom situation. Staff will make clear their expectations in this respect.
- All conduct which falls short of the high expectations of Warminster School will be deemed a breach of the School Rules and treated seriously.
- Pupils are reminded the use of offensive, derogatory, discriminatory, racist and homophobic language, and general name-calling, is totally unacceptable.
- All pupils should be aware that the School expects high standards of appearance at all times. Pupils must travel to and from school in uniform unless they have permission to wear alternative clothing.
- Pupils needing to miss lessons or other school commitments must explain the circumstances to the appropriate teachers in advance and have obtained the permission of their Senior House Staff.
- Sports fixtures are compulsory for all those boys and girls selected to represent the School, and the majority of the fixtures take place on Saturdays. All pupils must understand this expectation before they arrive and will be reminded of it when appropriate.
- Pupils need to be aware of and adhere to the timings of their commitments. Punctuality is a requirement and a courtesy. Pupils needing to miss lessons or other school commitments must explain the circumstances to the appropriate teachers **in advance** and have obtained the permission of their Head of House.
- All allegations of abuse by staff against pupils will be taken seriously and investigated thoroughly in accordance with government procedures and advice. However, all pupils and parents must be aware that if any allegations made against staff turn out to malicious or unfounded, then the School will deal with the perpetrator(s) most severely.

Kindness, empathy, and integrity are cherished virtues in the Warminster community. The principles below underpin how we think, interact and behave on a daily basis.

Kindness: Practice good manners always, show generosity, gratitude and compassion, notice and encourage others, and help to create a sense of belonging.

Empathy: Celebrate diversity and difference, be open-minded and listen, and provide others with support.

Integrity: Be honest, show humility, treat everyone with respect and set an example for others.

Rewards and Sanctions

Rewarding pupils for positive achievements is considered to be extremely important in developing a positive ethos within the School. The School very much believes in the importance of a culture of praise. Staff are encouraged at all times to offer pupils positive feedback on their efforts and achievements and to share

positive information about the success of pupils in any aspect of school life. Likewise, tutors are encouraged to let parents know when their child has done something worthy of praise.

REWARDS include:-

1. Engagement Grades allocated to pupils for all subjects in their curriculum and recorded on grade cards and in reports. All Reports and Grade Cards are recorded on the iSAMS system.
2. Prizes awarded for academic success and extra-curricular achievements on Speech Day.
3. Recognition of personal qualities by staff and peer group through the appointment or election of School, House and Boarding Prefects, School Council Representatives as well as Year Group Leaders responsible for organising teams for House competitions.
4. Letters of appreciation and congratulation sent by the Headmaster to pupils for outstanding work and service to the School.
5. Merits and Commendations, which are recorded on iSAMS. All positive iSAMS records are made available to parents through the Parent Portal. Pupils are encouraged to take outstanding pieces of work to the Headmaster or the Headmaster is invited to the department to see pupils' work.
6. Displaying good work around the School.
7. Results of sports fixtures, music exams, drama and public speaking/debating successes are celebrated in School assemblies and by Heads of House in House assemblies.

Colours

Colours are awarded in four key areas of school life: Academic; Arts; Community and Sport. At the end of each term during Celebration Assembly a colours badge and certificate will be awarded to those pupils who have met the following criteria:

Academic:

Academic Colours are awarded to pupils who have shown commitment to their studies. They will have demonstrated effort, determination and a willingness to embrace academic challenges. They may have had significant success during the term, but this will be based on personal progress and attainment rather than just on grades achieved.

Arts:

Arts Colours are awarded to pupils who have shown commitment and enthusiasm for the Arts outside the classroom. They may be the pupils we see on our stage, in our concert hall or whose artwork graces our walls. They will have gone the extra mile and will have demonstrated a real passion for their subject.

Community:

Community Colours are awarded to pupils who have shown outstanding commitment and made a significant contribution to the life of the school. They may be the pupils who have contributed significantly from a House perspective, led initiatives, assemblies, or represented Warminster outside the school. They will have gone the extra mile and will have demonstrated Warminster School values in action.

Sport:

Sports colours are awarded to pupils who represent the school in the major games or who have been selected for representative honours regionally or beyond in other sports. They will have shown commitment throughout the season to both practice and fixtures. They will have demonstrated a positive sporting attitude on all occasions, both in practice and matches and are a positive role model both in and out of school. They may also have shown the ability to be a 'game changer' in terms of ability/performance.

School Colours:

School Colours are awarded to Year 13 pupils at Speech Day to recognise true excellence (attitude/commitment/attainment), performance at the highest level and/or sustained outstanding contribution in one or more of the key areas outlined above.

Prefects

The School strongly believes in the benefits of prefects. There are four categories of prefect in the School:

1. **The Heads of School and their Deputies whose role it is to provide strong guidance and leadership to the pupil body as a whole.**
2. **The School Prefects who assist the Heads of School and their Deputies in their role by carrying out various school based responsibilities.**
3. House Captains and their Deputies whose role is to ensure that the pupils in their house receive strong guidance and leadership.
4. House Prefects who carry out various duties in the houses and set a clear example to others in the house.

Sanctions

While it is important to treat all pupils equally, it is accepted that staff must take additional care when administering sanctions to pupils who have Special Educational Needs, particularly if they have organisational difficulties, are receiving some form of academic support or are in transition. The School will sometimes moderate the sanction system in order to support a pupil if they have known difficulties. Consideration will also be given to any pastoral matters that may have an impact on a pupil's behaviour in class or around School, or on the quality of their work. Where there are, for example, problems at home, there is room for flexibility in the sanction system at the discretion of the Deputy Head.

SANCTIONS depend on circumstances and are applied according to which rules/ guidelines have been broken. The School Rules are listed in this policy. The sanctions imposed depend on the severity of the incident and the frequency of incidents. These sanctions reflect the powers vested in teachers by the Education and Inspections Act 2006 (EIA 2006).

Concerns are recorded and circulated through iSAMS to keep tutors House staff, HMs informed. The tutor with support from the HoH is responsible for monitoring future progress in the matter. Serious incidents of concern should be referred to the relevant Head of House in the first instance. Sanctions include – removal of certain privileges; loss of break times to catch up academic work or perform community service tasks, detentions; being placed on academic monitoring; fixed-term exclusions and expulsion.

The School's policy is under-pinned by the following fundamental principles:

- The level of punishment should be proportionate to the seriousness of the offence.
- Punishment must be fair and consistent and, where possible, seen to be so by the pupil(s).
- All sanctions should be awarded as a last, rather than as a first, resort.
- Concerns about academic progress, behaviour or uniform can be highlighted using the 'concern' flag on iSAMS, so that tutors have an opportunity to deal with issues without resorting to sanctions.

Concerns are registered through iSAMS, **but must be communicated verbally to the pupil first.**

Guidelines on Concerns and Sanctions

Concerns are to be issued to pupils for the following reasons:

- Poor behaviour
- Repeated lateness (1 minute is too late)
- Poor engagement
- Poor attainment or standard of work
- Lack of homework
- Lack of equipment/books

Once a Concern is issued on iSAMS, an automated email will be sent to the relevant tutor and HoH. Staff should enter these concerns on the day of issue. The tutor then discusses the Concern with the pupil and a brief email is sent to the teacher confirming that this matter has been addressed.

The first three Concerns that a pupil receives are dealt with by the tutor. Once a fourth is received, the pupil concerned will be asked to attend a meeting with their tutor and Head of House. A suitable action plan will be put in place and communicated with parents/guardians, possibly with the use of a monitoring mechanism and if deemed necessary, an appropriate detention.

Should a pupil fail to respond to the measures put in place by the staff listed above, they will be sent to the Deputy Head/ Deputy Head (Academic) and sterner provisions will be put in place. In the case of extremely poor behaviour, a pupil can expect to be issued a Senior School or Deputy Head's Detention.

Poor/Disruptive Behaviour - Immediate action if a lesson/activity is being disrupted:

Pupils are expected to behave in a manner which will maximise their opportunities for learning, and those of their fellow group members. Behaviour which does not enhance learning opportunities will not be tolerated and staff will apply appropriate sanctions. Staff are expected to be sensitive to students with SEN, in particular those affected by conditions such as Tourette's or Asperger's Syndrome that can produce involuntary inappropriate responses under certain conditions.

The process for a Concern for poor behaviour in a lesson/activity is as follows:

1. The teacher warns the pupil clearly about their conduct, which is disrupting the lesson.
2. The pupil continues to act in an inappropriate manner and is therefore issued a Concern.
3. Should a pupil continue to disrupt the lesson after being issued a Concern, they should be sent out of the lesson to the relevant Head of House. If he/she is unavailable, then the pupil will be sent to the Deputy Heads (29 Church Street). Pupils should not be placed in the corridor outside a lesson or be sent to the library. A pupil sent out of a lesson/activity should expect to be issued with a Senior School Detention.

A pupil who accumulates 3 or more, poor behaviour concerns in a two week period, will be asked to attend a formal meeting with their respective Head of House and should expect to be issued with a Senior School Detention.

Physical Intervention

Refer to the School's Use of Reasonable Force to Control or Restraint Policy and Procedures.

Corporal punishment

Under Section 131 of the Schools Standards and Framework Act 1998, corporal punishment is prohibited for all pupils in independent schools, including Warminster.

Boarding Sanctions

The following guidelines must be observed:

- Sanctions must only ever be used as a last resort; education and positive relationships between tutors and pupils (and between the pupils themselves are greatly preferable).
- All sanctions given in House should be in accordance with school policy and should be recorded on iSAMS.
- Sanctions must be applied consistently.
- At no time should sanctions be of a physical nature, humiliating or degrading.

Detention System

These are issued for other breaches of school discipline. There are four categories of detention:

1. Lunchtime Detention
2. Senior School Detention
3. Deputy Head's Detention
4. Fixed term exclusion

The following guidelines should be applied in issuing detentions. If in doubt about the appropriate sanction, staff are asked to discuss the matter with the Deputy Head (Academic) or the Deputy Head. Sanctions should only be applied as a last resort after other avenues have been explored. Pupils should have a clear picture of the expectations of all staff and should also be given the opportunity to meet and to maintain the standards expected before any sanction is applied. It is equally important that both good behaviour and the adherence to the common courtesies are praised at every opportunity and tutors should be informed if such praise has been given so that it can be reinforced.

While it is important to treat all pupils equally, it is accepted that staff must take additional care when administering detentions to pupils who have Special Educational Needs, particularly if they have organisational difficulties, are receiving some form of academic support, or are in transition. The School will sometimes moderate the detention system in order to support a pupil if they have known difficulties.

Consideration will also be given to any pastoral matters that may have an impact on a pupil's behaviour in class or around school, or on the quality of their work. Where there are, for example, problems at home, there is room for flexibility in the sanction system at the discretion of the Deputy Heads on the advice of HMs, Heads of House or tutors. In such situations the detention system is often useful in highlighting anomalies or possible problems. Each incident will be dealt with on a case-by-case basis.

The School has a legal right to insist that a pupil attends a detention, both in the working day and outside the working day. In the case of evening or weekend detentions consideration must be taken of the pupil's transport arrangements and these sanctions are only used after discussion with the Deputy Head and parents will receive written confirmation of any sanction at least 48 hours before the detention is due to take place. Detentions at the weekend are to take place in one of the boarding houses and this must be negotiated with senior house staff. If the detention is for a serious breach of the School Rules it is appropriate for the pupil to be required to wear school uniform for a Saturday detention.

Depending on the nature of the offence, pupils in detention will be set additional academic work to be completed during the session, engage in reflective writing tasks or complete tasks which assist the School administration..

All teachers are entitled to enter students into lunchtime detention after consultation with the relevant HoD or Head of House. Weekend or evening detentions are arranged through the Heads of House or the Deputy Head. Teaching Assistants are not authorized to put pupils into detention.

Lunchtime Detentions:

These are issued, following appropriate warnings to pupils, only a HoH can authorise this sanction. There should be evidence of dialogue between teacher, HoD/HoH and tutor before this sanction is applied.

Senior School Detentions (SSD):

SSD Detentions may only be awarded by Heads of House or staff members of SMT. The detention takes place as required on Friday evenings for one hour, starting at 5.00pm. Pupils will be required to undertake reflective writing as directed by their Head of House or the Deputy Head.

The following might, for example, merit a Senior House Staff Detention:

- Failure to attend activities (including games, music practices and sporting fixtures) without the appropriate permission.
- A repeated, minor breach of the School rules (e.g. low-level disruption, chewing gum, incorrect use of mobile phones, unacceptable dress or appearance).
- Persistent late arrival to lessons/registration
- Rudeness to a member of staff.
- Missing a lesson without the appropriate permission.
- Missing morning Church/Assembly without the appropriate permission.
- Being told by a member of staff to leave a lesson for disciplinary reasons.
- Being off site during school hours without the appropriate permission.

Deputy Head's Detention (DHD)

These are awarded by the Deputy Head or Deputy Head (Academic) for more serious breaches of school discipline (Misconduct deemed to be too serious for an SS Detention but not meriting a fixed-term exclusion). A Deputy Head's Detention lasts for two hours and takes place on Saturday mornings as required. Pupils will be required to undertake reflective writing as directed by the Deputy Head or Deputy Head (Academic).

Fixed-Term Exclusions:

These are awarded by the Headmaster, for very serious breaches of School discipline. They may also be awarded for repetition of an offence that initially merited a Deputy Head's Detention. During such an exclusion, pupils will not be allowed to attend lessons, the House, or activities and will not be able to represent the School competitively. At the Headmaster's discretion, an exclusion may be served on site in an area set apart from the rest of the pupils.

The following might, for example, merit a fixed term exclusion:

- Swearing about the action of a member of staff. Swearing at a member of staff is likely to result in permanent exclusion
- Leaving a boarding house after 10.15 pm without permission
- Deliberate vandalism
- Theft
- Violent conduct
- Missing a Deputy Head's Detention without excuse

The lists for offences meriting a fixed term exclusion are not exclusive, but are merely given as a guide. Where a particular offence is not listed, a discussion with the Deputy Head or Deputy Head (Academic) regarding the appropriate punishment is important to ensure consistency. Any punishment must, in any case, take into consideration the particular circumstances under which an offence has been committed.

Permanent Exclusion/Expulsion

Please refer to the School's Expulsion Policy and Procedure.

Confiscation of Property

The primary aim in confiscating property is to maintain an environment conducive to learning and which safeguards the rights of other pupils to be educated. Teachers are legally entitled to confiscate property if it: poses a threat to others, poses a threat to good order, is against school uniform rules, poses a threat to health and safety, is counter to the ethos of the school or is illegal for a child to possess. Staff need to be sensitive to any items which may have religious or cultural significance.

Material which is confiscated must be kept safe. Staff should make a note of items which are confiscated and the grounds for the action. Illegal items should be passed to the Deputy Head for destruction. Other items should normally be kept for no more than 24 hours.

Consideration must be given to a pupil's need for a mobile phone, in particular if he or she travels to school on the bus, and mobile phones should be returned at the end of the working day unless there are very good reasons to keep it, such as it holding evidence for bullying or pornography. Teachers are encouraged to pass confiscated property to the Deputy Heads' PA, Jill Cheetham, from whom the pupils can retrieve it at the end of the day. It is important to note that it is legal to confiscate a mobile phone and as outlined in guidance provided by the DoF, (Searching, screening and confiscation - Advice for headteachers, school staff and governing bodies) staff may examine any data or files on the device where there is a good reason to do so. They may also delete data or files if they think there is a good reason to do so, unless they are going to give the device to the police. There is no need to have parental consent to search through a young person's mobile phone if it has been seized in a lawful 'without consent' search and is prohibited by the school rules or is reasonably suspected of being, or being likely to be, used to commit an offence or cause personal injury or damage to property.

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

Searches

If there is a well-founded suspicion that a student has contraband items in their possession, a search of a pupil's lockers can be made. Two members of staff in addition to the pupil concerned should be present. Pupils may also be asked to hand over substances voluntarily, for example by turning out their pockets or bag. If a pupil refuses to turn out his/her pockets etc. he/she should be advised that this could lead to serious repercussions, and could be regarded as a tacit admission of guilt.

GENERAL BEHAVIOUR EXPECTATIONS

Property and School Buildings

Pupils are responsible for their property and should avoid bringing valuables or excessive amounts of cash to school. The School enjoys an open campus but this means that there is always the possibility of occasional trespass by outsiders. Any items of value to a pupil should be stored in one of the two lockers provided for each pupil. Sports bags **must** be stored in the pupil's locker in the Sports Hall. Pupils are also advised to store watches and other valuables in their sports lockers during games sessions; no items of monetary or sentimental value should be left in the changing rooms at any time. Intentional damage to School or personal property will result in contact with parents to seek reimbursement of the cost of repairing the damage.

Out of School Visits

Pupils participating in such visits are required to behave in a manner which will maximise benefits of such an activity. Staff organising and supervising such visits will ensure parents are aware of this aspect of the events

where appropriate. Pupils should be aware that they are representing Warminster School whilst on external visits of all kinds (academic, sporting or extra-curricular) and any behaviour which reflects badly on the School will not be tolerated.

Signing In and Out

Pupils are required to “sign out” and “sign in” at Reception or the Library when they leave the site before the end of the School day (eg for a medical appointment) or arrive after the register has been taken.

Behaviour/Attitude/Homework/Organisation

If pupils are failing badly in any of above aspects of their School studies then they will be placed on academic monitoring. Their performances will be monitored over an extended period of time against specified set targets drawn up by the pupil and the tutor/HoH. The monitoring book is made available to the subject teacher for comment at the end of each lesson. At the end of the School day it has to be presented to the tutor/HoH before being taken home in the case of a day pupil for a parent’s signature (or back to the boarding house for the HM’s signature). Completed books will be placed on the student’s file until the end of the academic year.

Success Criteria

- Pupils’ behaviour is modified or changed to an acceptable standard bearing in mind the individual involved.
- Pupils are able to work and learn with small or large groups without restricting or affecting the progress of their peers.
- Pupils acquire the personal and social skills which will enable them to make the move into the outside world. They achieve the self-discipline to become responsible members of the community.
- The aims of the School are being achieved to a satisfactory level within the remit of the Behaviour Policy.

SCHOOL RULES AND CODE OF CONDUCT

School rules are designed to reflect common-sense and common courtesy, to avoid inconvenience to others, to ensure safety and to foster a communal sense of pride.

Pupils should, at all times, behave in a responsible manner, showing courtesy, consideration and respect for other people and their property, and for the fabric and the environment of the school.

Kindness, empathy, and integrity are cherished values in the Warminster community. The principles below underpin how we think, interact and behave on a daily basis.

Kindness: Practice good manners always, show generosity, gratitude and compassion, notice and encourage others, and help to create a sense of belonging.

Empathy: Celebrate diversity and difference, be open-minded and listen, and provide others with support.

Integrity: Be honest, show humility, treat everyone with respect and set an example for **others**.

At all times, every pupil is to be accepting of and respect beliefs, opinions and ways of life that differ from their own and respect diversity of race, religion and culture, age, disability, gender reassignment, sex, sexual orientation, and all characteristics protected within our British Values under the Equality Act 2010;

Pupils must attend registration, Assemblies, all lessons, and extra-curricular activities and honour sports commitments.

The following are expressly forbidden:

- I. Discriminatory, racist or homophobic conduct (in person or online).**

- 2. Smoking, or possessing tobacco products, including e-cigarettes.**
- 3. Using or possessing firearms, knives, dangerous weapons, or explosive substances or fireworks.**
- 4. Using or possessing inflammable items or those, which constitute a fire hazard (such as lighters, lighter fluid, joss sticks and candles).**
- 5. Consuming alcoholic drink (except if of an appropriate age and on authorised occasions); purchasing or bringing it into the school.**
- 6. To ride a motor cycle, or drive a car, or to keep one at school, except on occasions where special permission has been granted by The Director of Sixth Form; to be a passenger in a car driven by anyone other than a member of staff, a parent or guardian, or someone expressly authorised by them.**
- 7. Gambling or betting; or purchasing property from other pupils without the agreement of the HM concerned.**
- 8. Taking or distributing pictures of an inappropriate nature.**
- 9. Leaving the School site without specific permission.**
- 10. Taking someone else's property, or borrowing it without permission.**

Parents should expect a pupil to be expelled for;

- any incident involving sexual intercourse or other acts of sexual intimacy;**
- or the use or possession of any illegal drug.**

These rules apply to all pupils except when under the jurisdiction and care of their parents or guardians, or people expressly authorised by them. Even under such circumstances, The Head may feel that action needs to be taken, if the good discipline and reputation of the school are affected.

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