



PUPIL BEHAVIOUR POLICY

Independent schools must ensure they have:

- a written behaviour policy is drawn up that sets out the sanctions to be adopted in the event of pupil misbehaviour
- the policy is implemented effectively
- a record is kept of the sanctions imposed upon pupils for serious misbehaviour.

INTRODUCTION

Shrewsbury's Pupil Behaviour Policy is underpinned by the principles of pastoral care and reflects our commitment to safeguard and promote the welfare of pupils in our care. This policy has been created to help pupils to understand the school's expectation across a variety of behaviours. More detail is available in stand alone policies, which are referenced and inline with the most up to date version of Keeping Children Safe in Education.

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 teachers to teach, 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, which allows for some personal expression, should be followed, ensuring that pupils' appearance reflects modesty, dignity, and professionalism. Pupils are expected to report behaviour they feel is unacceptable through use of a staff member of their choice, the safeguarding team or via the anonymous reporting app. There are regular reminders in whole school, house and pastoral/safeguarding assemblies of this responsibility, as well as in PSD lessons and tutorials.

TEACHING STAFF

All members of the teaching staff 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 important 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 members of staff have responsibility for the safety and welfare of pupils in their Houses. They are expected to maintain good house discipline and to 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 Faculties to monitor sanctions imposed in relation to academic matters.

SENIOR DEPUTY HEAD

Is responsible for managing all issues of discipline and conduct within the school. They report to the Headmaster and are assisted by the Deputy Head (pastoral) and Head of Pupil Behaviour. The Headmaster, Senior Deputy, Deputy Head (Pastoral), DSL and Head of Pupil Behaviour work together to keep consistency of sanction throughout the school .

A SYSTEM OF REWARDS FOR ACHIEVEMENT, EFFORT AND GOOD CONDUCT

The reward for good behaviour is largely 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.
- 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 broader context of the school.
- The School Floreat system allows pupils achievements to be recognised weekly: this is specially deigned to reward the everyday achievements of Salopians and not the headline acts.
- The electronic 'Pupil Comment' enables teachers to record a positive endorsement of pupil conduct, attitude and work. A copy of this is sent to the Deputy Head (Pastoral), Senior Deputy Head, Deputy Head (Academic) as well as 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 unacceptable behaviour through a sanction system. Shrewsbury operates a tiered system as follows (1 = low level 5 = high level) In line with the law of the land corporal punishment. Corporal punishment, fines, the imposition of lines and unreasonable deprivation of liberty are all inadmissible at Shrewsbury.

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 appropriate Head of Section and a detention slot
- **Faculty 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 ensure a Gating card is completed 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 (no town or evening Quod access). 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 which 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 weeks 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 in accordance with legislation and its internal policies

BULLYING/ HARASSMENT/ HATE

The school has an Anti Bullying policy which should be read in conjunction with this document. It outlines *that behaviour of this nature ' is always unacceptable and will not be dismissed as being normal or as "banter", "just having a laugh", "boys being boys" 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 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

Use of mobile phones should follow school policy, unless directed by a member of staff. Pupils should be mindful of the value of face-to-face communication. Phones may be confiscated by staff 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 without delay to the Deputy Head (Pastoral) or logs the event.

Owner: ARP – Deputy Head Pastoral
Reviewed September 2024
Next review September 2025