Pupil Behaviour Policy

Shrewsbury School

September 2026

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 School'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 in line with the most up to date version of Keeping Children Safe in Education.

ROLES AND RESPONSIBILITIES FOR BEHAVIOUR AT SHREWSBURY SCHOOL

PUPILS

Shrewsbury School 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 a staff member of their choice, the Safeguarding & Pastoral Support 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)

The Deputy Head (Academic) liaises closely with Heads of Faculties to monitor sanctions imposed in relation to academic matters.

SENIOR DEPUTY HEAD

Is responsible for leadership 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 sanctions 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 School 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 designed 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), 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). 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. Managed by Director of Sport, Director of Activities and Head of Pupil Behaviour (HPB) respectively.
- **Academic Detention (AD)** – Interview with appropriate Head of Section and a detention slot.
- **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. Managed by Heads of Faculty.
- **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. Managed by HSMs.

Tier 2

- **School Detention (SD)** – 8.00am Saturday interview with senior staff. SD in M8 at 7.25pm on Saturday in School dress. Gated all day Saturday (no town leave or evening Quod access). For a serious misdemeanour that cannot be dealt with in any other manner and warrants HPB intervention. Managed by the HPB.

Tier 3

- **School Gating** – Pupils 'school gated' must follow the above procedures. In addition they will serve a two hour School Detention. Members of the 6th Form must not access Quod during this time. A letter will be sent home outlining the reason for and significance of the sanction. Managed by the HPB.

Tier 4

- **Suspension** – A pupil may be sent home for a time specified by the Headmaster. Managed by the Senior Deputy Head.

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.

INADMISSIBLE SANCTIONS: Corporal punishment, fines, the imposition of lines and unreasonable deprivation of liberty are all inadmissible at Shrewsbury School.

BULLYING: Bullying is any action that thoughtlessly or deliberately causes pain, unhappiness, humiliation or suffering to another. Bullying activities include isolated or repeated acts of physical violence, and persistent verbal abuse, transmitted either by word

of mouth or textually, and by any other online media. The exclusion of others from social groups that form in Houses, classes, the dining hall and elsewhere may also be classified as an act of bullying. The erosion of self-esteem, and in certain cases the taking or spoiling of possessions, may also be classed as bullying. In any case of bullying, the HSM will be initially responsible for taking action. In more serious cases, they will inform the Deputy Head (Pastoral) who will liaise with the Senior Deputy Head and Headmaster and then decide the seriousness of the case.

The Deputy Head (Pastoral) may ask the Designating Safeguarding Leads to investigate. Appropriate action will be recommended, which may include exclusion.

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 *Child Protection and Safeguarding 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 and Pastoral 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/TOBACCO PRODUCTS/E-CIGARETTES OR VAPING PRODUCTS: The School operates an amnesty on tobacco and vaping 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 or any tobacco related products, the following sanctions apply. Possession - A first offence results in School Gating, and a letter home from the HPB, visit to the Health Centre and the offer of a cessation program. A second offence is likely to lead to suspension. Pupils caught 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. Members of the 6th Form have limited access to alcohol in a safe and controlled environment. 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 be suspended. Conscious of the potential dangers of alcohol, the School will respond strongly to any examples of excessive drinking.

THEFT: The taking of possessions and money or bank cards belonging to others is a criminal offence whether it takes place within a House or the wider School community. 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.

RELATIONSHIPS: School life aims to foster wide friendships rather than exclusive relationships and 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. Intimate relationships between students more than one school year apart are not permitted. 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. Mobile phones must not be visible outside of Houses during the working day 8.00am – 7.00pm – 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.

VPN USE: VPN use is not allowed within school without permission from the DSL and the IT Services team. Some pupils 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 VPN 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, 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 'Search, Confiscation and Restrictive Interventions Policy.'

Owner: ET – Senior Deputy Head
Reviewed September 2026
Next review September 2027