



## REWARDS AND SANCTIONS POLICY

### REWARDS

It is important to establish a culture in which praise and encouragement far outweigh the frequency of punishment and admonition.

Rewarding students motivates them and creates the best climate for effective teaching and learning and reinforces our community values. The school wishes to take pride in celebrating the success of its pupils and in communicating this success to them and to their parents.

general vouchers;

Years 10 to Upper Sixth leading to the presentation of Merit or

certificates, school shop vouchers or general vouchers;

Awards, such as player of the match award in school and house

Head on the award of a Gold, Gold Star or Distinction award;

Year and Whole School assemblies;

Awarded annually to the House achieving the most merits. Regular

House Meetings;

Awarded to the individual receiving the most merits during an

Website used to record special achievements;

School



## **LEVEL 2 DEPARTMENTAL DETENTION/ PASTORAL DETENTION**

This level would be applied for more serious offences or for persistent bad work or behaviour. The general rule is 'three strikes and you are out'. Three uniform infringements, three late arrivals to lessons, for example, will lead to a Departmental Detention or a Pastoral Detention.

At this level, students should be placed in a Departmental Detention at a time of the Head of Department's choosing. The teacher will record the detention on the school database on the network, and send an e-mail to the student's Tutor, Head of Year/Housemistress and parent/guardian.

If a student in the Sixth Form fails to complete work to the required standard, after already receiving advice, the teacher should inform the Tutor and Head of Sixth Form, and the Sixth Former can expect to be asked to repeat the work in a detention.

In Boarding Houses, Heads of Year/Housemistresses may withdraw privileges or confiscate property that is being misused. A certain degree of flexibility is allowed but the Head of Year/Housemistress will keep a written record of sanctions imposed at this level and parents will be informed. Housemistresses will run detentions when necessary for boarders.

Tutors or Heads of Year will run Pastoral Detentions when required for uniform and punctuality infractions and pastoral-related incidents. These will be recorded on the school database and parents informed as required.

If a student has received three departmental/pastoral detentions they will then receive an SLT detention with a member of SLT.

## **LEVEL 3 SLT DETENTION**

On Fridays from 4.15pm to 5.15pm the SLT Detention will be held, supervised by the SLT. (1750023273f0)Tel: 01233 (0) 6 3 8 5 9)1295

and the teacher in charge of the school activity must always be consulted. A weekend gating is an effective sanction, and the offence should be reported to the Head of Boarding and the Deputy Head. An appropriate behaviour monitoring plan may be agreed with the Tutor, and the Head of Year/Housemistress will inform the parents.

**LEVEL 4 INTERVIEW WITH SLT AND PARENTS**

Upon receiving three SLT detentions or three similar punishments at Level 3, parents will usually be invited to an interview with a member of the SLT. It is hoped that the interview will establish an agreed contract on future behaviour or attitude. The outcome of the interview will be recorded and kept on file. Depending on the circumstances which led to the SLT detentions, a student may be suspended at level 4.

**LEVEL 5 SUSPENSION (TEMPORARY AND INTERNAL)**

The Head may at her, or his, discretion suspend a student from the school if the student's attendance, progress or behaviour (including behaviour outside the school) is seriously unsatisfactory, and if in her or his reasonable opinion the removal is in the best interests of the student or the school. The Deputy Head Team have the same authority in the Head's absence.

A student may be suspended while a complaint is being investigated. Examples of behaviour (and this list is not exhaustive) which could lead to suspension (or permanent exclusion), after investigation include bullying, cyberbullying, violence (including sexual violence), racism, homophobia or any other discrimination on the grounds of gender or sexuality, sexual harassment, sexual misconduct, verbal abuse of, or threatening behaviour towards students or staff, any behaviour endangering her own and other's health and safety, stealing, cheating, stu

2 1



		<p>on database and email Tutor and Head of Year. Parents informed. Head of Year will monitor the database and alert SDH if it is necessary to escalate.</p> <p>With repeated instance of poor or missing academic work, a student may be put on an <i>academic progress card</i>. Parents informed.</p> <p>Pastoral Detention for repeat behavioural offences regarding, for example, uniform, punctuality, or poor behaviour. Student may also be put on a uniform report card for repeated instance of infringement of uniform regulations. Parents informed. Record kept on database by Head of Year and discussed with the Deputy Head if needs escalation to Level 3.</p> <p>Students may be placed on report for a period of monitoring to help them meet expectations. These targets will be agreed with the students and Head of Year/Tutor/Housemistress as required. Parents informed.</p>
--	--	--

3

5	Continuation of poor behaviour after Level 4 has been reached  <b>Or any <i>exceptionally serious</i> breach of behavioural rules</b>	Continuation of poor attitude to work after Level 4 has been reached	Probable suspension, at the reasonable discretion of the Head.  Records kept in Head's office.
6	Continuation of poor behaviour after two suspensions  <b>Or any <i>extreme</i> breach of behavioural rules</b>	Continuation of poor attitude to work after two suspensions	Probable permanent exclusion, at the reasonable discretion of the Head.  Record kept in Head's office.

### Sanctions Policy (outside the school day/regulated activities)

Level	BEHAVIOUR	SANCTION
1	First instance of low-level disruption poor behaviour, or impoliteness or lack of regard for others	Warning that behaviour is unacceptable and that future incidents will be sanctioned. General rule is three repetitions leads to a sanction.  for example, withdrawal of privileges, confiscation of property that is being used inappropriately
2	<b>Repeated</b> low-level disruption (i.e. three occurrences) or a first instance of more serious rudeness or disruption e.g. breaking a curfew	

		Record of meeting kept.
<b>5</b>	Continuation of poor behaviour after Level 4 has been reached <b>Or</b> any <i>exceptionally serious</i> breach of behavioural rules e.g. Breach of trust on exeat	Probable suspension, at the reasonable discretion of the Head.  Records kept in Head's office.
<b>6</b>	Continuation of poor behaviour after two suspensions <b>or</b> any <i>extreme</i> breach of behavioural rules	Probable permanent exclusion, at the reasonable discretion of the Head.  Records kept in Head's office.