

DISCIPLINE AND EXCLUSIONS POLICY

At Newcastle School for Boys ('the School'), we encourage the establishment of good teacher-pupil relationships and support for the School's values through a system of rewards and sanctions which are designed to promote a purposeful learning environment. Our system of rewards includes:

- verbal praise and written praise for good work;
- merit for both effort and achievement;
- boys signing the Headmaster's book for academic achievement;
- annual subject and year group prizes;
- posting examples of excellent work in art/design, sports and drama and concert achievements on the School's website and social media, so that the community can celebrate success;
- reports to parents.

Sanctions for breaches of discipline that do not merit exclusion

When poor behaviour is identified sanctions are implemented in line with the School's *Behaviour management policy*. We have a range of disciplinary measures which include:

- a verbal reprimand from a member of School staff;
- reports to parents (which are always worded to be as constructive as possible);
- additional school work or repeating unsatisfactory work until it meets the required standard;
- the setting of constructive written tasks, e.g., a pupil reflecting on a behavioural incident;
- loss of privileges;
- missing break time;
- detention including during lunchtime or after school;
- School-based service or imposition of a task - such as removing chewing gum or picking up litter under supervision;
- regular reporting, including early morning reporting; scheduled uniform and other behaviour checks; or being identified for behaviour monitoring.

The teacher is responsible in the first instance for dealing with minor infringements, such as single incidents of lateness, casual rudeness, unruly

behaviour, disruption in class, late or poorly completed work or other minor misdemeanours. He/she may impose sanctions such as the setting of additional work, requiring a pupil to re-do unsatisfactory work and/or the award of a lunchtime detention.

Repetition of the misbehaviour above or more serious infringements will be reported in the first instance to the boy's form tutor (Senior School) or class teacher (Junior School) and may lead to the award of or an after school detention authorised by the Senior Tutor (Senior School) or an Assistant Head (Junior School). Persistently poor behaviour in lessons and/or poor academic performance may also result in a boy being placed 'on report' requiring his teachers to make written comments on his performance at the end of each lesson that he attends for a period of one or two weeks.

Serious misdemeanours in the Senior School are reported to the Senior Tutor or one of the Deputy Heads.

Serious misdemeanours in the Junior School are reported to the relevant Assistant Head or the Head of the Junior School.

A serious misdemeanour, such as deliberately missing a lesson, or becoming seriously behind in work may result in a pupil being required to attend a Saturday morning detention authorised by one of the Senior School Deputy Heads or the Head of the Junior School.

More serious misdemeanours such as fighting or bullying may result in a boy being withdrawn from lessons (internal suspension) either by one of the Senior School Deputy Heads or the Head of the Junior School.

The Headmaster may suspend a pupil, for a period of between 24 hours and seven days, for very serious indiscipline; or less serious offences, where repeated punishment has proved ineffective. If suspension is ineffective, the School may be forced to exclude the pupil, or to require him to be withdrawn.

Breaches of discipline outside of the School grounds:

The School takes the conduct of its pupils outside of school grounds extremely seriously. A pupil's misbehaviour outside of school can be damaging to the reputation of both the pupil and the School. Where an incident is reported to the School of a pupil/s' poor behaviour outside of the school grounds and the incident has not been witnessed by School staff, the School will take an evidence-based approach and/or talk to witnesses before identifying further action and any sanctions required for such behaviour.

The School will usually report to the police any activity which it believes may amount to a criminal activity which takes place either within the school grounds or outside of its grounds. Drugs and weapons will be confiscated immediately and held for the police as potential evidence. If the School believes a pupil may have taken drugs, then the School will seek immediate medical advice and may involve the police.

Sexual offences will generally be reported to the police immediately, including in cases where a pupil is suspected or alleged to have committed such an offence provided a reasonable amount of evidence is available. The alleged victim's parents will usually also be informed immediately of the incident and told that the police have been informed. Whether the victim and parents then speak to the police is a matter for them.

Breaches of School rules which merit exclusion

A non-exhaustive list of the sorts of behaviour that could merit permanent exclusion includes the following:

- physical assault against pupils or adults;
- verbal abuse/threatening behaviour against pupils or adults;
- bullying, including through social media and other forms of cyber-bullying;
- abuse on grounds of race, religion/ belief, disability, special education needs (etc.);
- sexual misconduct, including in relation to indecent images;
- drug and alcohol misuse;
- damage to property;
- theft;
- persistent disruptive behaviour; and
- unreasonable or otherwise inappropriate parental behaviour.

Please note that exclusion may also be imposed by the School as a sanction for a series of minor misdemeanours.

Appeals against exclusion

The School will always offer the right of appeal to any pupil excluded from the school. Any appeal against exclusion will be dealt with under Stage 3 of the School's ***Complaints procedure***, and should be made in writing to the Headmaster within one week of the pupil's exclusion.

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