

BEHAVIOUR AND DISCIPLINE POLICY

WHOLE SCHOOL

1. Policy Statement

- 1.1 Kent College aims to encourage pupils to adopt the highest standards of behaviour, principles and moral standards and to respect the ethos of the school. This policy promotes the school's ethos and ensures equitability and fairness for pupils of all ages and backgrounds.
- 1.2 As a Christian school with a grounding in Methodist education, Kent College aims to promote trust and mutual respect for everyone. Kent College is an inclusive community where pupils from a wide variety of ethnic and social backgrounds and faiths are welcomed.
- 1.3 Good relations, good manners and a secure learning environment play a crucial part in the development of intellectually curious pupils, who are motivated to become life-long learners. The school's behaviour policy is therefore designed to support the way in which all members of the school can live and work together in a mutually, beneficial way.
- 1.4 Kent College recognises that behaviour is improved more effectively through a coherent system of positive reinforcement. By rewarding good behaviour, we model the standards expected from everyone. The school seeks to establish a culture in which praise and encouragement far outweigh the frequency of punishment and admonition.
- 1.5 Positive behaviour and strong relationships are encouraged primarily through engaging and stimulating Academic and Extra-curricular opportunities, and through the Pastoral Care structure of the school.
- 1.6 Behaving appropriately and being aware of acceptable social boundaries are key life skills which prepare our pupils for life beyond Kent College.
- 1.7 The principles contained in this Behaviour Policy are based upon the school's aims as stated in the Mission Statement and Core values.

Mission Statement

Kent College exists to provide an inspirational education that enables pupils to develop into courageous young adults equipped to make a purposeful contribution to the world;

Core values

- *Daily life at Kent College is underpinned by the Wesleyan values of 'doing all the good you can' in a tolerant and supportive Christian ethos.*
- *We provide an inspirational educational framework in which intellectual curiosity and love of learning is fostered.*
- *We place, physical, spiritual and mental wellbeing at the heart of school life.*
- *We value and celebrate each pupil as an individual.*

2. General Code of Conduct

Kent College expects pupils to:

- Treat all members of the school community in a kind, courteous and considerate manner
- Maintain the highest standard of behaviour inside and outside the classroom
- Dress appropriately and in accordance with the school uniform policy
- Always be ready to learn and participate in school activities
- Take good care of all buildings, equipment and furniture
- Respect all school rules

3. General Roles and Responsibilities

3.1 The Governors and staff believe that in order to enable teaching and learning to take place, good behaviour in all aspects of school life is necessary. We seek to create an inclusive and caring learning environment in the school by:

- promoting good behaviour and discipline;
- promoting self-esteem, self-discipline, proper regard for authority and positive relationships based on mutual respect ;
- ensuring equality and fair treatment for all;
- encouraging consistency of response to both positive and negative behaviour;
- promoting early intervention;
- providing a safe environment free from disruption, violence, bullying or harassment;
- encouraging positive relationships with parents and guardians which support the school's policies and procedures;
- promoting a culture of praise and encouragement in which all pupils can achieve.

3.2 All staff, including teachers, support staff and volunteers, will be responsible for ensuring that this policy and its procedures are followed, and consistently and fairly applied. Mutual support amongst all staff with the implementation of the policy is essential. They have a responsibility for creating a high quality learning environment and for implementing the policy. Staff should be aware of, and have consideration for, any pupil with learning support needs or disabilities.

3.3 If a pupil misbehaves repeatedly in class, it is the responsibility of the class/subject teacher to record all such incidents. Staff should refer to **Appendices A and B of the Behaviour**

Policy for guidelines on types of misdemeanour and response. In the first instance, the class/subject teacher deals with the incident him/herself. In the Senior School, form tutors should be kept informed and they should keep a record of all incidents. If misbehaviour continues, the pupil will be referred to the Head of School/Key Stage, Deputy Heads/Head of Prep School and ultimately the Head. A log of all serious incidents of misbehaviour (both Senior and Prep School) is kept by the Bursar.

- 3.4 Class/ Subject teachers report to parents about the progress of each pupil in their class, in line with the whole-school policy. The class/form teacher may also contact a parent if there are concerns about the behaviour or welfare of a pupil.
- 3.5 Class/Form teachers should discuss the school rules with each class/form. The school rules/pupil code of conduct are reviewed regularly by the School Councils. In addition to the school rules, each class in the Prep School also has its own classroom code, which is agreed by the pupils and displayed on the wall of the classroom. In this way, every pupil in the school knows the standard of behaviour that we expect in our school. If there are incidents of anti-social behaviour, the class teacher discusses these with the whole class during 'circle time' or at another appropriate time.
- 3.6 Where external support agencies are involved in meeting the needs of a particular child, teachers will liaise and work co-operatively with those agencies, as necessary, to support and guide the progress of the child.
- 3.7 Play therapist (Prep School)

A play therapist visits the school on a weekly basis. She is available to meet with pupils on an individual/group/class basis to help provide strategies for interpersonal skills. She is also available to meet with parents.

4. Expectations: Pupils and Parents

- 4.1 Pupils are expected to:
- take responsibility for their own behaviour. They will be made fully aware of the school policy, procedure and expectations;
 - take responsibility for their social and learning environment, making it both safe and enjoyable by reporting all undesirable behaviour to a member of staff;
 - work to the best of their ability;
 - show, through their behaviour and language, respect and consideration for all staff and other pupils;
 - take proper care of books, equipment and the fabric of the buildings;
 - avoid behaviour which is intimidating, open to misinterpretation, is loud or results in unwanted physical contact;
 - be punctual at all times;
 - respond positively to the opportunities and demands of school life;
 - uphold the highest values and standards of behaviour at all times, including any written or electronic communication;

- accept and support the Behaviour and Discipline Policy and the Pupil Code of Conduct (Senior School) or Sixth Form Contract.

4.2 Parents and Guardians are expected to:

- encourage and support their children to take responsibility for their behaviour, both inside and outside the school;
- work in partnership with the school and to assist it in maintaining high standards of behaviour. Parents and Guardians who accept a place for their child at Kent College undertake to uphold the school's policies and regulations;
- support the school's values in matters including attendance and punctuality, behaviour, uniform/dress and appearance, standards of academic work, extra-curricular activities and homework/private study;
- encourage their child to recognise the importance of good behaviour as an integral part of effective learning;
- respect all members of the school community;
- encourage their child to be properly prepared for school each day.

5. Promoting good behaviour - Rewards

5.1 A school ethos of encouragement is central to the promotion of positive behaviour. Rewards are an integral means of achieving this. They have a motivational role in helping pupils to realise that desirable behaviour, self-awareness and responsibility to self and others is valued. Integral to the rewards system is an emphasis on constructive praise.

5.2 We praise and reward pupils for good behaviour in a variety of ways:

- staff will immediately identify and encourage positive behaviour;
- staff will regularly inform each other of pupils' praiseworthy actions;
- staff will inform parents of exemplary behaviour as well as achievement (via means such as praise postcards, parents' evening, or informally via a note in the pupil's planner or telephone call/email) ;
- staff may give privileges to pupils who behave consistently well and to those who have made a special effort to do so;
- achievements will be recognised in celebration assemblies and at Speech Day. Individual departments in school may also celebrate achievement.

In the Senior School:

- all staff will award House points on iSAMS.
- Celebration assemblies every half term are used as a platform to reward effort and positive contributions to the school community.
- House rewards are awarded each week in the Boarding Houses.
- pupils deemed to have shown care, consideration and kindness to others consistently will be awarded the Wesley Badge.

In the Prep School:

- teachers and staff give pupils house points;
- staff distribute merits (certificates, stickers, table points etc.) in lessons, to pupils, either for consistent good work or behaviour, or to acknowledge outstanding effort or acts of kindness in school;
- pupils are sent to the Head of Prep School to be appropriately praised for their effort or a particular achievement;
- ~~Year groups are rewarded for caring for their shared spaces and the Cloakroom Cup, is awarded half termly;~~
- Pupils can earn privileges. If they are rewarded with 5 privilege cards for good manners and excellent behaviour, the Head of Prep School hosts a lunch for them;
- a “Class Star” is celebrated on the screen in the front foyer;
- give recognition of outstanding work on the “Achievement Tree” in the foyer of the school;
- Celebration assemblies every half term are used as a platform to reward effort and positive contributions to the school community.
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6. Dealing with unacceptable behaviour – Sanctions

- 6.1 The school employs a number of sanctions to support and enforce the school rules, and to ensure a safe and positive learning environment. The Head/Head of Prep School ensure due investigative action has taken place and to apply any sanctions fairly. Corporal punishment is never used nor threatened. Punishment will be proportionate to the pupil’s misbehaviour and any detention will be reasonable in all circumstances. Consideration will be given to the pupil’s circumstances such as age, specific learning needs, religion or travel problems.
- 6.2 Behaviour which is deemed to discriminate against someone with protected characteristics under the Equality Act will not be tolerated.
- 6.3 The school may choose to use a range of sanctions (as outlined in Appendix A - Senior School and Appendix B - Prep School), including suspension or, in extreme cases, permanent exclusion. Staff, pupils and parents should be aware of the Behaviour Policy Level of Sanctions.
- 6.4 Senior School Staff record ‘blue slips’ on iSAMS for minor misdemeanours such as Level 1 on the Level of sanctions document. Minor or first time misdemeanours will usually be dealt with on the spot. More serious or repeated instances are referred to the tutor/class teacher and then to the Student Manager, Head of Sixth Form, or Deputy Head (Pastoral)/Head of Prep. If the matter involves a boarder the relevant Boarding member of staff will be informed prior to any decision being made to contact the parent. Failure to respond at this level will result in referral to the Head/Head of Prep.
- 6.5 Parents will be given at least 24 hours’ notice in writing concerning any after-school or Saturday detention. This allows parents the opportunity to make representations concerning the detention, but does not give them the right to refuse the sanction.

- 6.6 Kent College reserves the right to employ school sanctions for behaviour occurring out of school or in the holidays.
- 6.7 Should parents have a concern about the way that their child has been treated, they should initially contact the form tutor /class teacher. Parents may also feel it is appropriate to contact the relevant Student Manager/ Head of Sixth Form/Head of Prep . If the concern remains unresolved, parents should contact the Head, in line with Stage 2 of the School Complaints (Dealing with Parental Concerns) Policy.

7. Malicious accusations against any member of the school community

- 7.1 The School recognises that there may be occasions when a pupil justifiably needs to raise issues about the actions of a member of the community and has procedures for dealing with such concerns which can be found in the Safeguarding and Child Protection Policy. However, where the allegation is clearly one of malicious intent or fabrication, the school will give due regard to the most appropriate disciplinary sanction to be taken, which may include temporary or permanent exclusion, as well as referral to the police if there are grounds for believing a criminal offence may have been committed.

8. Off-site Behaviour

- 8.1 The school will not take responsibility for the actions of any Kent College pupils off- site, and the effects of such actions. Nevertheless, the school reserves the right to take action against such pupils whose behaviour is judged by the school as being inappropriate and/ or where such actions result (or risk resulting) in bringing the school into disrepute. The following are given as examples of such actions which could be deemed as fulfilling the criteria for such judgements which could lead to action being taken, but do not constitute a closed list:
- behaviour on coaches (or other modes of transport) used by the school which falls below the expected standards of behaviour as listed in our Code of Conduct;
 - behaviour and/ or communication on social media sites which fall below the guidelines listed in the E-safety Policy and the Computer Acceptable Use Policy;
 - behaviour that is deemed to bring the school's name or reputation into disrepute where appropriate will be investigated and sanctioned if necessary.

9. Incident Recording

- 9.1 Cases of behaviour resulting in a sanction at level 3 or above will be recorded in the school's Sanctions Book, held in the Bursary. Incidents of bullying or discrimination will be recorded in the bullying log by the Deputy Head (Pastoral)/Head of Prep.

10. Boarding

- 10.1 Boarding Houses within the school follow the school's Behaviour and Discipline Policy. The school understands that Boarding Houses are a 'home from home' and therefore sanctions

which occur 'at home' which are not of a school related matter should be dealt with by the Housemistresses. These sanctions are recorded in house.

- 10.2 Behaviour which is deemed to have broken school rules or guidance provided within the Behaviour Policy is recorded in the Sanctions Book. In all incidents of 'at home' behaviour the Deputy Head (Pastoral) and the Headmistress are kept informed. The Deputy Head (Pastoral) can then, if required, investigate further.

11. Internal Suspension/External Suspension/Requirement to Leave /Permanent Exclusion

- 11.1 Suspensions can be either temporary or permanent (exclusion). The Head will authorise suspensions and/or exclusions and will be involved in the interviews and discussions with pupils and parents. In the case of a suspension, the Chair of Governors will be informed and will be consulted before any student is permanently excluded. Parents will be made aware in advance if suspension or exclusion are a possible outcome of any meeting or investigation.

11.2 Suspensions

11.2.1 As per the Parent Contract, the Head may suspend a pupil if she considers that their conduct or behaviour (including behaviour or conduct outside school) is unsatisfactory and the suspension or exclusion is in the School's best interests or those of the pupils concerned. The School Behaviour Policy (Appendices A and B) set out or include examples of offences at Level 5 and 6 (Level 4 and 5 in Prep) likely to be punishable by suspension. These examples are not exhaustive and the Head may decide that suspension or expulsion for a lesser offence is justified where there has been previous misbehaviour. All aspects of a pupil's record at the School may be taken into account.

11.2.2 For temporary suspensions the school makes a distinction between one which is neutral and one which is a formal sanction. The school will inform parents which approach is being followed. A neutral suspension is one which the school requires a pupil to be removed from lessons/school in order that an investigation can be conducted fairly and without further escalation of a problem. This suspension may be either internal or external and should ideally last no longer than two days to allow for an investigation to be completed. Should the investigation find in the pupil's favour then they may return to school with no further consequences and with no negative record of the sanction. Should the investigation find that a formal sanction is required, it will be noted on the pupil's record. The Head can, at her discretion, count the time spent away from school as part of the recorded punishment.

11.2.3 Internal Suspension

The likely duration will be between 1 and 3 days. The pupil will be in a room working on their own under supervision. Work will be set for them from their

regular lessons and the Head of School will co-ordinate. The pupil will have a different lunch and break from their peers.

11.2.4 External Suspension

A sanction must give a message to the pupil concerned and the rest of the School community. A suspension is used when that message must be heard strongly and clearly. Sometimes the misbehaviour is individual and so no public announcement is made. Parents will be contacted as the misbehaviour is investigated and the pupil will be required to stay at home (or with a guardian) for between 1 and 3 days.

11.3 Exclusion and Managed Removal from the School

In the case of permanent exclusion, a pupil's name will be permanently removed from the school roll. In addition, any references requested for the pupil by external agencies will set out the facts and circumstances of the reasons behind the exclusion.

11.3.1 Rationale for Exclusion

A decision to exclude permanently will be taken as a last resort when a range of other strategies has been previously employed in line with Sanctions Levels 1-7 (1-6 in Prep) in the Behaviour Policy (Appendices A and B) or if an exceptional individual offence has been committed. Parents will be concerned to have the School reach a decision which is in the best interests of their child. The School needs also to take account of the interests of the whole School community.

Exclusion will usually only be considered when it is deemed to be in the best interests of one or more of:

- the pupil concerned;
- other pupils in the School ;
- staff in the School;
- the School's reputation.

11.3.2 Exclusion will also be considered where the pupil concerned is regarded on the balance of probabilities as having committed a criminal offence, whether or not connected with the School and whether or not criminal proceedings have been instituted.

The Head will make reference to the Parent Contract, when considering excluding a pupil.

11.4 Managed Removal

11.4.1 The school draws a distinction between a Managed Removal from the School and Permanent Exclusion. A Managed Removal may be offered by the school at its discretion, as an alternative to permanent exclusion.

11.4.2 In the case of a Managed Removal, the school will require that a pupil leaves the school but will provide reasonable assistance in ensuring that they can make a

fresh start at an alternative school. In this case, no record of an expulsion will be made in any future references.

11.5 Process for Permanent Exclusion

11.5.1 The decision to permanently exclude for non-financial matters is taken by the Head after discussion with senior staff and the Chair of Governors. The parents are informed of the decision and asked to collect the pupil as soon as possible. Parents will be made aware in advance, if exclusion is the possible outcome of any meeting or investigation.

11.5.2 While the precise procedure to be followed in a given situation depends on the circumstances of the case, the procedure outline below would apply wherever possible:

- A fair and thorough investigation will be led by the appropriate Deputy Head
- Pupils must be informed of the allegation and the evidence relied upon
- Pupils must be given a fair opportunity to exculpate themselves
- Parents will be informed as soon as practically possible
- A hearing will be conducted by the Head and a decision reached
- An appeal should be offered and this will be conducted by the Chair of Governors

11.5.3 Before a decision is made to exclude a pupil from Kent College, Pembury permanently, a full investigation will be undertaken by one of the Deputy Heads and the appropriate Head of School. The Head will not take part in the investigation as this may compromise her impartiality at the hearing.

11.6 Appeals process

If a pupil is excluded by the Head, the parent may appeal against the decision in line with **Stage 3 of the School's Complaints (Dealing with Parental Concerns) Policy**. The Appeals Procedure is set out in the Complaints Policy and the Head will provide the parents with a copy of the Complaints Policy when sending the formal exclusion letter.

This policy should be read in conjunction with the School's:

- *Anti-Bullying Policy*
- *Attendance Policy*
- *Child Protection Policy Including Safeguarding Guidance*
- *Code of Conduct (Pupils)*
- *Complaints (Dealing with Parental Concerns) Policy*
- *Drugs Policy (Pupils)*
- *Equal Opportunities Policy (Pupils)*
- *E-Safety Policy*
- *Kent College Staff handbook*
- *Marking, Assessment and Reports policy*

- *Parent Contract*
- *Policy on Use of Force to Restrain Pupils*

See Appendices A and B below for Sanctions Guidance

Headmistress: June 2009

Agreed by SLT: July 2009

Approved by Education Committee: September 2009

Revised by SLT: January 2012

Approved by Education Committee: October 2012

Revised by SLT: September 2015

Approved by Education Committee: October 2015

Policy revised and agreed by Executive: August 2016

Approved by Education Committee: October 2016

Revised by Headmistress: September 2018

Approved by Education Committee: November 2018

Revised by Headmistress: October 2021

Approved by Education Committee: March 2022

Appendix A – Level of Sanctions (Senior School)

The table below are only examples to use as guidance. Higher level sanctions will be considered carefully and applied proportionately.

Level 1 Verbal warnings and/or Blue Slip offences Blue slips are recorded on iSAMS	Level 2 Lunchtime detention	Level 3 After school detention	Level 4 Leadership Detention	Level 5 Two days internal suspension	Level 6 External suspension between one and three days	Level 7 Permanent exclusion
<p>Inconsiderate behaviour:</p> <ul style="list-style-type: none"> • Chewing gum • Mild bad language • Interrupting staff • Being argumentative • Dropping litter • Name calling • Lack of equipment or kit: - includes misuse of equipment • Persistent lateness for lessons/ tutor group • Uniform or jewellery offences 	<p>Receiving 3 Blue Slips</p> <p>Or</p> <ul style="list-style-type: none"> • Persistently talking over teacher • Lack of cooperation with all staff • Attention seeking or persistent disruption at the expense of others' learning • Cheating in class • Not doing homework • Swearing at other pupils • Being out of bounds 	<p>Repeat of Level 2 offences</p> <p>Or</p> <ul style="list-style-type: none"> • Failing to attend lunchtime detention • Bullying & intimidation • Graffiti • Vandalism • Dangerous handling of equipment • Refusal to do as asked by members of staff • Cheating in tests or examinations • Truanting/ Missing Lessons 	<p>Repeat of Level 3 offences</p> <p>Or</p> <ul style="list-style-type: none"> • Total disobedience, defiance or insolence • Failing to attend after school detention • Fighting, aggression towards others including retaliation • Behaviour likely to endanger others • Videoing or photographing others without consent 	<p>Repeat of Level 4 offences or persistent repeating of Level 3 offences</p> <p>Or</p> <ul style="list-style-type: none"> • Smoking/vaping at school or off site while in school uniform • Disregard of Acceptable Use Policy • Deliberately sharing or using other people's pins 	<p>Repeat of Level 3,4, or 5 offences</p> <p>Or</p> <ul style="list-style-type: none"> • Verbal threats • Extreme offensive language – including racist slurs • Behaviour that endangers other pupils, staff or visitors • Sexual behaviour • Possession or supply of alcohol • Possession or supply of pornographic material • Theft 	<p>Repeat of level 6 offence</p> <p>Or</p> <ul style="list-style-type: none"> • Physical assault on another student • Assaulting a member of staff • Possession of an offensive weapon • Possession, use or supply of drugs or other illegal substances • Persistent defiant and disruptive behaviour following failed intervention strategies • Fraudulent activity

	<ul style="list-style-type: none">• Abuse of use of mobile phones	<ul style="list-style-type: none">• Leaving the classroom without permission	<ul style="list-style-type: none">• Dangerous behaviour on the school bus			
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Appendix A – Level of Sanctions (Prep School)

The table below are only examples to use as guidance. Higher level sanctions will be considered carefully and applied proportionately.

Level 1 Verbal warnings offences	Level 2 Pupil referred to Head of Key Stage for reprimand. Parents may be informed.	Level 3 Pupil referred to Head for reprimand. Parents will be contacted directly and invited in where appropriate.	Level 4 Two days internal suspension	Level 5 External suspension between one and three days	Level 6 Permanent exclusion
<p>Inconsiderate behaviour:</p> <ul style="list-style-type: none"> • Chewing gum • Mild bad language • Interrupting staff • Being argumentative • Creating litter • Name calling • Lack of equipment or kit: - includes misuse of equipment • Persistently late for class • Uniform or jewellery offences 	<p>Repeat of Level 1 offences</p> <p>Or</p> <ul style="list-style-type: none"> • Persistently talking over teacher • Lack of cooperation with all staff • Attention seeking or persistent disruption at the expense of others' learning • Cheating in class • Not doing homework • Swearing at other pupils • Being out of bounds • Abuse of use of mobile phones 	<p>Repeat of Level 2 offences</p> <p>Or</p> <ul style="list-style-type: none"> • Failing to attend lunchtime detention • Bullying & intimidation • Graffiti/vandalism • Dangerous handling of equipment • Refusal to do as asked by members of staff • Cheating in tests or examinations • Truanting/ Missing Lessons • Leaving the classroom without permission • Fighting, aggression towards others including retaliation 	<p>Repeat of Level 3 offences or</p> <p>Or</p> <ul style="list-style-type: none"> • Smoking at school or off site while in school uniform • Disregard of Acceptable Use Policy 	<p>Repeat of Level 3 or4, offences</p> <p>Or</p> <ul style="list-style-type: none"> • Verbal threats • Extreme offensive language - including racist slurs • Behaviour that endangers other pupils, staff or visitors • Sexual behaviour • Possession or supply of alcohol • Possession or supply of pornographic material • Theft 	<p>Repeat of level 5 offence</p> <p>Or</p> <ul style="list-style-type: none"> • Physical assault on another student • Assaulting a member of staff • Possession of an offensive weapon • Possession, use or supply of drugs or other illegal substances • Persistent defiant and disruptive behaviour following failed intervention strategies • Fraudulent activity

		<ul style="list-style-type: none">• Behaviour likely to endanger others• Videoing or photographing others without consent• Dangerous behaviour on the school bus• Total disobedience, defiance or insolence			
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