

RESPECT

Our college values place students at the centre of all that we do, aiming to create a culture that cares for the individual and treats everyone with respect. Our expectations regarding behaviour are therefore that everyone behaves with care, concern and respect for others and their property.

We operate a zero-tolerance policy with regards to serious breaches of this expectation such as incidents of bullying, harassment, discrimination, violence, weapons, drugs or alcohol. In particular members of our college community must not be in possession of drugs, or associated paraphernalia, alcohol, or weapons whilst at college or taking part in any college activity; neither must they be under the influence of drugs or alcohol whilst at college or taking part in any college-related activity.

Protocol for managing incidents of serious breaches of our behaviour expectations:

The immediate priority is the safety and well-being of students and staff. Staff must:

- Ensure the student receives medical attention, if required
- Remove the student from college or any college-related activity if suspected of being under the influence of drugs or alcohol or if in serious breach of our behaviour expectations. This may require a temporary 'without prejudice' exclusion whilst the incident is investigated.
- Take a statement from the students(s) involved
- Ensure that other students' and staff members' health and wellbeing is uncompromised by any incident relating to drugs or alcohol
- Follow the management protocol and keep records of the incident and any follow-up activity

The second priority is regard for the law; any of the following steps may be taken:

- Removal of alcohol, weapons, controlled drugs and/or associated paraphernalia from the possession of the student and deal with such items in an appropriate manner which may involve handing them to the police.
- If appropriate, reporting the supply or possession of drugs or weapons to the police.
- If appropriate, taking advice from the police about necessary further actions

The third priority is, if the student is under 18 years, communicating with the student's parents/carers about the issue. This communication may include the use of a 'without prejudice' temporary exclusion pending the completion of a college investigation of the incident.

The fourth priority is to educate all parties involved about the impact of such behaviour on their academic performance, health, wellbeing, career prospects, travel options and possible criminal repercussions in alternative contexts. When appropriate, to offer harm reduction support. Such support may result in referral to Targeted Youth Support via Somerset County Council.

Potential outcomes

If there is clear evidence of a student seriously breaching our behaviour expectations regarding incidents of bullying, harassment, discrimination, violence, weapons, drugs or alcohol whilst at college or during a college-related activity, these are the potential outcomes:

1. **Following a temporary exclusion, a student may return to college studies, with conditions imposed, such as actively working with Targeted Youth Support; and/or with a change to study programme; and/or an academic and behaviour contract.**
2. **Permanent exclusion from college.**
3. **Referral of the matter to the police.**