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RICHARD HUISH SERIOUS BREACHES OF BEHAVIOUR POLICY

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1. Introduction

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.

Students are asked to read and sign a Student Code of Conduct that outlines our values and expectations to them. In addition, students in the Boarding House have an additional set of rules that are highlighted in their induction, handbook and in their Terms and Conditions.

We take all serious breaches of behaviour and our code of conduct seriously and breaches of these expectations such as incidents of bullying, harassment, discrimination, violence, weapons, drugs or alcohol will be dealt with swiftly. In particular, members of our college community must not be in possession of, or under the influence of drugs, or associated paraphernalia, alcohol, or weapons whilst at college or taking part in any college activity.

2. 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
- Refer to the Senior Behaviour Panel (SBP)

The Senior Behaviour Panel will meet the day of the incident to discuss the evidence and the student may be asked to remain away from the college site whilst the incident is investigated and decision is made. This will be communicated to parents/carers by a member of the panel. The registers will be marked accordingly with a Q. The teachers/tutor of the student will be notified, and work will be sent home. This will not impact negatively on the student's attendance.

The Senior Behaviour Panel will allocate the investigation to a senior member of the board or senior team.

3. Investigation

- Take a statement from the students(s) involved
- Take a statement from staff(s) involved
 - Liaise with any external agencies, where appropriate.

4. 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:

- Student may return to college studies, with conditions imposed.
- A suspension

- Permanent withdrawal from college.

The Senior Behaviour Panel will also ensure that a serious incident reflection takes place and produce a written incident report to ensure that everything has been done fairly, looking at any lessons learnt, feedback and any possible changes in practice if necessary.

This may involve work with external agencies, education-based reflection and restorative justice if appropriate.

5. Right of Appeal

In writing to the Principal within 5 working days.