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RICHARD HUISH BEHAVIOUR POLICY

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1. Introduction

We aim to provide an excellent, studious and positive atmosphere for students to study in, including within our boarding accommodation. For a student to learn effectively and to feel safe, they need to behave appropriately and avoid disturbing other students.

The educational welfare of all students is our collective priority, to ensure their academic success. All students should feel safe, supported and able to complete their College studies. They should also know that any transgression or threat to this will be dealt with directly by the College.

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.

A high standard of student behaviour is expected in the following settings/situations:

- [a] the physical environment of Richard Huish College, including Oak House;
- [b] student interactions with staff and fellow students;
- [c] student interactions off-site, online, in hosted, in work placements or work experience.
- [d] in any other capacity whereby a student is representing Richard Huish College.

Students are asked to read and sign a Student Code of Conduct (Appendix A) 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 any behaviour that contravenes our values and/or Code of Conduct seriously and breaches of these expectations will be dealt with using the procedures outlined in this policy.

2. Interventions

Academic – Academic and Pastoral

Student's attendance and academic performance is monitored regularly through our Academic and Pastoral systems (Appendix B). Parents/carers can expect to be kept updated on support plans and any contracts put in place to address poor attendance or performance.

Behaviour

For low level behaviour incidents, a comment will be logged on the Student Hub and parents informed where appropriate. In some cases, where a student continually exhibits low level inappropriate behaviour this may be escalated to a meeting with a senior member of staff.

In more serious cases (e.g. being under the influence of drugs or alcohol, violent behaviour, persistent parking violations, vandalism, peer on peer abuse, including on-line) it would be referred to the Serious Breaches of Behaviour Procedure (Appendix C)

3. Serious Breaches of Behaviour Procedure.

The immediate priority in all incidents is the safety and well-being of students and staff.

In the event of a serious breach of behaviour staff must inform the Duty Manager

The Duty Manager will then assess the incident and decide on the following:

- Do any student or staff member require medical attention.
- Do any student or staff member require any support from the Well-Being team or HR
- Are the college SEND team required to be involved due to any specific student needs.
- Does the incident need to be referred to the Senior Behaviour Panel (SBP) (Appendix C)

The Senior Behaviour Panel will meet the day of the incident to discuss the incident and evidence. The student may be asked to remain away from the college site whilst the incident is investigated and a decision is made. This process will be communicated to the student and parents/carers by a member of the panel. They will also be provided with a copy of the Behaviour Policy and made aware of the processes, possible outcomes and their right to appeal.

Whilst the investigation is going on 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.

4. Investigation

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

5. 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.

Examples of possible conditions:

- restorative meeting.
- Apology letter.
- Fix or replace anything damaged at their own expense.
- Accessing support agencies (internal or external)
- Behaviour contract
- Risk assessment for when they are on site

- A suspension,

This would be for a fixed term period and any time taken off whilst the investigation was being undertaken would be taken into account to minimise disruption to learning.

- Permanent withdrawal from college.

In the case of a panel's decision to permanently withdraw the students place at college this will be communicated to the Principal, (or Vice Principal Student Experience in their absence) who will make the final decision.

The Senior Behaviour Panel will also ensure that following a serious incident a reflection meeting will take place and a written incident report will be produced to ensure that the process has been clearly followed 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.

6. Right of Appeal

In writing to the Principal body within 5 workings days where a Governor panel would be convened to hear the appeal.

Appendices

- A. Student Code of Conduct
- B. Academic and Pastoral Flowchart
- C. Serious Breaches of Behaviour Procedure (2 pages)



STUDENT CODE OF CONDUCT

Richard Huish is a caring learning community which respects the right of each individual student to have a safe, enjoyable, and successful learning experience. As members of the College community, all students are asked to abide by our code of conduct as outlined below in line with our Huish Values.

EDUCATIONAL EXCELLENCE/ADDING VALUE

- ▶ Participate actively and to the best of your ability in lessons and during your time at college.
- ★ ▶ Attend and be on time for all required activities including lessons, tutorials, EnRICH, study skills sessions and academic tutoring.
- ▶ Complete Huish 30 to the best of your ability and ensure that work is submitted, either online or in person, by the stated deadlines.
- ▶ Organise personal appointments and paid work outside of your timetabled sessions.
- ✚ ▶ Take any personal and family holidays outside college term times.
- ▶ Log on each day to your College IT account to read emails, check Teams messages and access important information.
- ▶ Use all IT appropriately and ensure that your usage is safe, responsible and legal.

CULTURE THAT CARES/STUDENTS AT THE CENTRE OF EVERYTHING WE DO

- ♥ ▶ Students treat all staff, visitors, and members of the local community with respect and in an appropriate and courteous manner.
- 🎯 ▶ When communicating on and offline behave in a courteous and legal way, respecting the privacy and feelings of others.
- ▶ Dress in a manner which is appropriate for a college environment.

HONESTY AND INTEGRITY

- ▶ Students must not enter the college site or participate in activities under the influence of alcohol or drugs.
- 🏠 ▶ No student visitors can be invited onto the College premises.
- ▶ Do not have in your possession: Weapons/Alcohol/Controlled (illegal) substances or misuse/supply prescribed drugs.
- ▶ Do not try to gain an advantage in your work by copying, plagiarising or cheating, including the misuse of AI.

WORKING COLLABORATIVELY

- ▶ Take opportunities to contribute to student voice so we can listen and respond to your views.
- ⚙️ ▶ Students must comply with the college risk assessments, health and safety policy and fire evacuation procedures.
- ▶ ID cards must be carried by students at all times.
- ▶ Students must not access the College during holiday periods or after 5.30pm unless under the supervision of a member of staff.

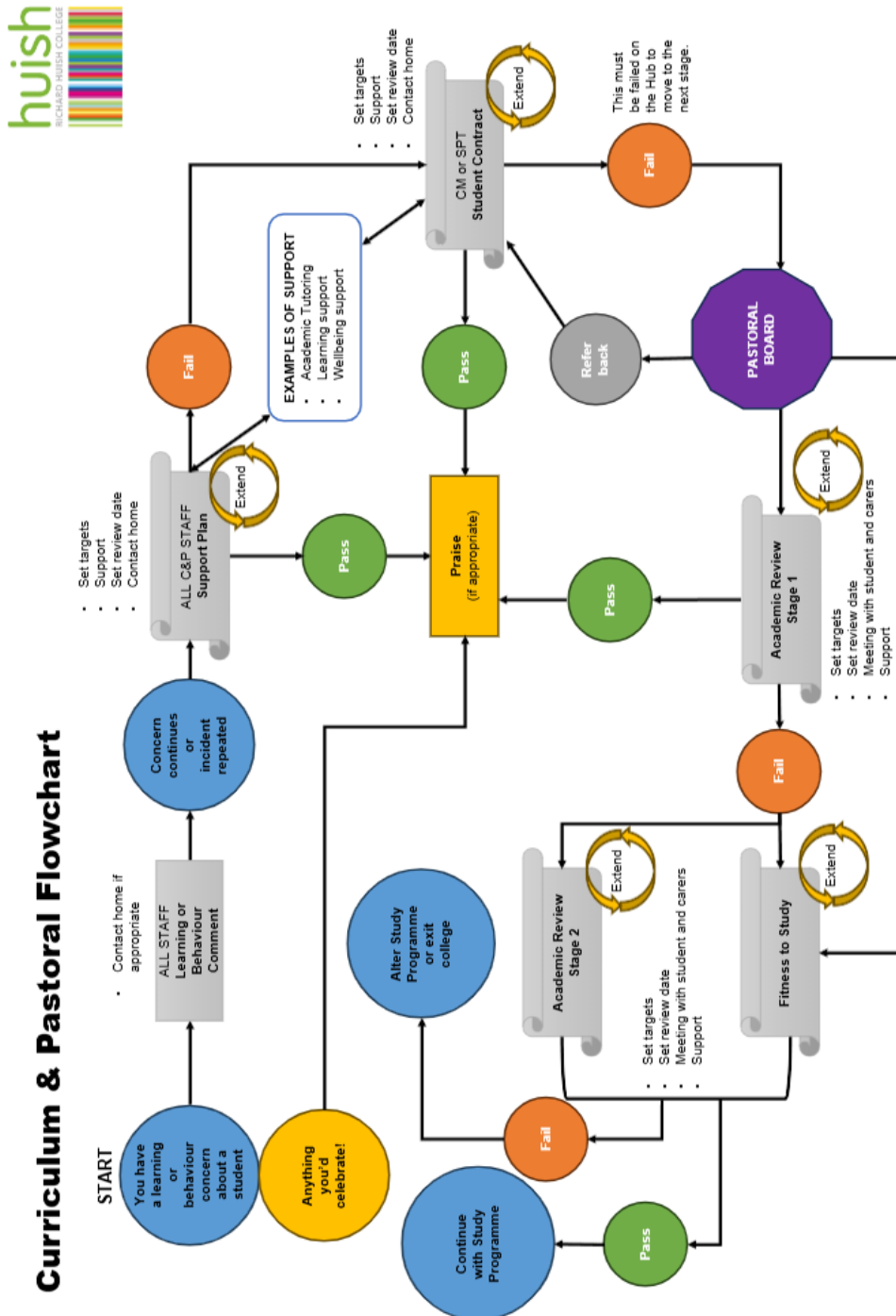
ENVIRONMENTAL IMPACT

- ♻️ ▶ Take pride in the college and surrounding local environment: keep all areas clean, tidy and free from litter by clearing up after yourself.
- ▶ No food or drink (other than bottled water) must be taken into lessons.
- ▶ Smoking is not permitted anywhere on the College site, (vaping is permitted in the designated area).

COLLEGE CONTRACT

- As a Huish student I understand my responsibilities as a member of the college community and a partner in the learning process.
- I agree to uphold the values outlined in the college contract and to meet all commitments within the student code of conduct.
- I am aware that I am expected to maintain these positive standards of behaviour throughout my time at college, and that failure to do so is likely to result in disciplinary procedures, including being asked to leave.

B. Academic and Pastoral Flowchart



C. Serious Breaches of Behaviour Procedure Page 1

Serious Breaches of Behaviour procedure

Procedure to follow in the case of a suspected breach of the Student Code of Contact and College Values as referred to in the Behaviour Policy.

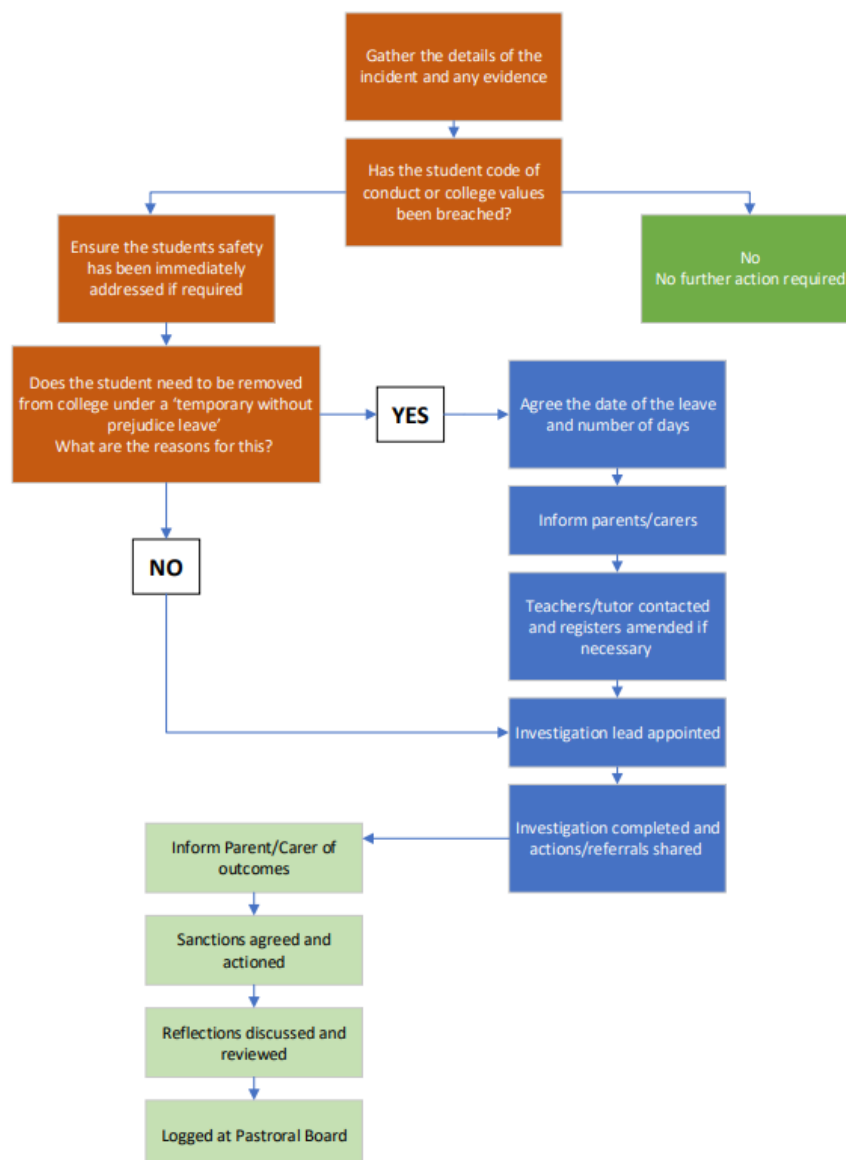
In the event of a serious breach of the Code of Conduct, either in college, boarding house or online the Senior Behavioural Panel will be called by either the Suty Manager of the senior member f staff involved.

Members – must be 3 of the following:

- VP Stduent Experience/VP of Curriculum & Quality
- Desiniated/Desputy Safeguarding Lead
- Pastoral Manager
- Assistant Principal
- Potentially the Learning Suport Manager/Boarding House Manager if appropoiratre

Those members not involved may be required iif an appeal is submitted

BREACHES BEHAVIOUR FLOWCHART



C. Serious Breaches of Behaviour Procedure Page 2

Pastoral Panel for Serious Breaches of the Student Code of Conduct			
Student Name			
Date and location			
Details of the Incident and evidence			
Which aspect/s of the Code of Conduct have been breached?			
Staff involved			
Has the immediate safety of the student/s been addressed?			
Does the student need to be removed from college under a 'temporary without prejudice leave'?			
What are the reasons for this?			
Date of removal and number of days			
Have the parents/carers been contacted?			
Teachers/Tutor contacted			
Register Amended if necessary			
Investigation Lead			
Statements collected from: Student * *			
Investigation outcome by the panel.	Return to college, no further action required. Return to college studies, with conditions imposed. A suspension Permanent withdrawal from college.		
Further actions/referrals to external agencies			
Serious incident reflection/ written incident report completed.		Actions	