



# Behaviour Policy, including Rewards and Sanctions Prep School

Clifton College Prep School is dedicated to ensuring that our School environment supports learning and the wellbeing of pupils and staff through a strong sense of community cohesion. Cooperation, support, and respect are the foundations of our community and we work hard to provide a safe school where pupils feel included in every aspect of school life and are comfortable to voice their opinions.

This policy outlines what we expect from all our pupils in terms of their behaviour. It extends to all members of our school community and is written in line with the College's 'Vision, Values, Behaviours and Attributes'. Good behaviour and self-discipline have strong links to effective learning, and are vital for pupils to carry with them both during and after their school years.

## 1 AIMS

We believe that all pupils should be aware of the standards of behaviour that are expected of them and take responsibility for promoting these standards. Courtesy, good manners and high standards of behaviour are expected of pupils, at all times. We hope that by encouraging positive behaviour we can promote good relationships throughout the school, built on trust and understanding, and that through the use of this policy we can support all of our pupils in developing a high level of social awareness. Our aim is to ensure that all our pupils leave the school with the key skills they need to continue to progress to the best of their ability in all areas of life. The purpose of the rules is to enable the pupils to enable the School to function to the best advantage of all its members and the neighbouring community. The aim is to promote a happy, safe and enjoyable environment for everyone.

## 2 THE COLLEGE'S CORE VALUES AND THE PUPILS' CODE OF CONDUCT

It is all pupils' duty to abide by the Core Values and Behaviours of the College and to comply with the Pupil's Code of Conduct and School Rules. The Code of Conduct and School Rules apply at all times during term time, both in and out of school and when pupils are on trips or visits.

### 2.1 College's Core Values

We have three **core values**, which underpin the College's overall culture.

**Integrity** - We treat each other with kindness, sincerity and respect. We are liberal and open-minded, free from prejudice and affectation. **We strive to make a positive difference in everything we do.**

**Spirit** - We are determined to explore and develop what excites and motivates us, to fulfil our potential and realise our dreams. **We are driven by this ambition.**



**Resilience** - We believe everyone should be empowered and supported to take risks. We are not afraid of setbacks. We learn from our successes and challenges, and through reflection build inner strength. **We are curious, adventurous and intellectually agile.**

## 2.2 Pupil's Code of Conduct

- Treat others as you would like to be treated yourself
- Demonstrate good manners and helpful and considerate behaviour at all times
- Be conscientious in your attitude to work and school commitments, aiming to do your best at every opportunity
- Be punctual by being accountable and responsible for your time
- Allow others to work without disturbance
- Care for and respect other people's welfare and property
- Look after and respect the physical environment of the College
- Ensure that harm does not come to yourselves or to others
- Cooperate with others in a spirit of trust, mutual support and common purpose
- Be an ambassador for the College by giving service to Clifton and the wider Bristol Communities
- Contribute widely to House and School activities

Whilst the expectation is that all pupils will follow the Code of Conduct, we also believe that it is important to encourage good behaviour throughout the school by celebrating and rewarding good behaviour, as detailed in section 6, below.

## 3 STANDARDS OF BEHAVIOUR

### 3.1 School

The school understands that the first step to modelling good behaviour is to lead by example, which means that all staff, volunteers, and anyone else who comes to the school must act responsibly and professionally, and will never denigrate pupils or colleagues. We work hard to ensure that discipline is consistent across the school so that behaviour boundaries and sanctions are clear to all and are applied fairly, proportionately, and without discrimination, taking into account SEN needs and disabilities, as well as the additional challenges that some vulnerable pupils may face. We recognise our legal duties under the Equality Act 2010 in respect of pupils with SEN and/or disabilities. Staff are trained to deal with behavioural issues as part of their continual professional development.

We work with parents to understand their children and their behaviour and believe that behaviour boundaries and sanctions, good support systems, praise, and rewards for good behaviour are an important part of building an effective learning community. The school will report behaviour, good or bad, to parents regularly. We encourage parents to communicate with the school if they have a concern about their child's behaviour, and we will do as much as possible to support parents, as and when they need it. We promote good behaviour within the school curriculum and reminders of school rules and expected standards of behaviour are published in the pupils' prep diary and in Houses and teaching rooms.



The school will take all reasonable measures to ensure the safety and wellbeing of all pupils and staff and this includes protection from bullying. We aim to combat bullying and other harmful behaviour using, amongst others, preventative strategies through the active development of pupils' social, emotional and behavioural skills. For more information, see section 4.7 of this policy.

### **3.2 Pupils**

Pupils are expected to follow the Pupil Code of Conduct and to obey the School and House rules, as well as to listen, follow instructions by staff, and accept and learn from any sanctions that they receive.

### **3.3 Parents**

Parents play a significant role in ensuring that their children are responsible for their own behaviour and progress in school. We ask parents to work with the school in support of their child's learning, which includes informing the school of any special education needs or personal factors that may result in their child displaying unexpected behaviour. We ask that parents be prepared to attend meetings at the school with teaching staff, Housemasters/mistresses (HoMs), the Deputy Heads or the Headmaster to discuss their child's behaviour.

## **4 THE SCHOOL RULES**

When rules are broken, sanctions may be imposed by the Headmaster, Deputy Heads, HoMs or Teaching Staff, depending on the circumstances. Sanctions are imposed in order to protect the communal life of the Prep School and to make it clear that certain actions are unacceptable. The School's aim is always to be clear and fair, and to explain the reasons for any punishments given so that those involved can reflect on their actions and understand what is expected. Sanctions range from the awarding of behaviour points and detentions to removal of House privileges, gating, suspension and exclusion.

(Detail of the sanctions can be found in sections **7** and **8**, below)

In some cases members of staff will confiscate items and can search a pupil or their belongings if they suspect they are in possession of prohibited items. (For further information see the School's Policy on Searching and Confiscation).

Rules apply in term time when at school and when travelling to or from home and during exeats. Day pupils, or Boarders on exeat, should expect to be treated in the same way as Boarders if they are involved in the same incident. The College reserves the right to impose sanctions for poor behaviour that occurs outside of term time or the normal school day if such behaviour is likely to have a negative impact on the College or members of the College community.

For legal and safety reasons, certain activities require specific permission. In addition, some areas of the Prep School campus have their own particular rules.



#### 4.1 The Academic Day

- During lessons, pupils are expected to work hard and to behave well at all times.
- Pupils are expected to do all work set to the best of their ability and to hand it in on time.
- Punctuality is required at all times. In practice, this means arriving early for all commitments.

#### 4.2 Attendance

- Only House and Health Centre staff, or the parent of a day pupil, can decide whether a pupil should stay out of lessons or be Off Games. Under no circumstances may pupils decide for themselves whether they consider themselves to be fit, or not.
- All pupils must attend registration in House twice each day, at 8.15am and after lunch.
- All pupils must follow the House's sign in and sign out procedures.

#### 4.3 Uniform and Appearance

- School uniform and Games kit is defined by the Clothing List.
- Uniform must be clean, neat, tidy and worn properly.
- When appropriate, the Summer Dress Code will be announced by the Headmaster.
- Informal dress should be clean and tidy, not outlandish or sloppy. It may be worn by Boarders after school.
- Hair should be clean, tidy, conventionally styled and kept off the face. Neither extremes of fashion, nor dying of hair, is permitted.
- Girls may wear plain studs or small, discreet earrings, one in each ear lobe. No other visible jewelry may be worn by boys or girls with school uniform or games kit, unless specifically permitted by the Housemaster/mistress.

#### 4.4 Drugs, Cigarettes and Alcohol

All pupils receive education with regard to the potential damage caused by drugs, cigarettes and alcohol. The school will not tolerate drug use of any sort on school property or during off-site school activities. The school takes its anti-drugs policy very seriously and will discipline any person found to be in possession of drugs. Pupils may be permanently excluded if they are found to be involved in drug-related incidents. This includes supplying, possessing, or taking the following:

- **Illegal drugs, solvents and any other substance that can be misused or harmful (including Nitrous Oxide and so called "legal highs" which are no longer legal)** - Carrying, supplying or taking these could result in a permanent exclusion.
- **Prescription drugs** - Carrying, supplying or taking prescription drugs illegitimately could result in a permanent exclusion.
- **Non-prescription drugs** - Some over-the-counter drugs can be harmful if misused. Pupils should give medication to House Staff or the Health Centre for safekeeping.



- **Cigarettes** - Smoking and the possession of tobacco, e-cigarettes, matches, and lighters is strictly forbidden.
- **Alcohol** - Pupils must not bring alcohol onto the school premises and the consumption, possession, sale or other involvement with alcohol by pupils is strictly forbidden.

(For further information see the College's Drugs & Substance Abuse, Smoking and Alcohol Policies).

#### 4.5 Bullying

We want to make sure that all pupils feel safe at School, and accepted into our School community. Our ethos is one of inclusion and equality; bullying of any kind is regarded as a serious breach of our behaviour policy and will not be tolerated, whether it is a one-off incident or an ongoing campaign.

Bullying can be verbal or physical, by person or by electronic, online or written means and can be directed at both staff and pupils. The school practises a preventative strategy to reduce the chances of bullying, and our anti-bullying policy is instilled in our curriculum and everything we do at the School.

Online abuse and bullying that takes place out of School or during the holidays and is subsequently brought to the attention of the School may be addressed in line with School policy.

Staff and pupils need to be aware of 'Upskirting'. This typically involves taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm. It is now a criminal offence.

#### 4.6 Games and Fixtures

- Clean regulation Games kit (see the Clothing List) must be worn for all school practices and matches. Jewellery should not be worn. Safety wear will also be required as appropriate. Casual sportswear may be permissible for recreational games and activities if tidy and appropriate
- Cricket squares are out of bounds at all times, except for official practices. Hard nets may be used under supervision, provided full protective gear is worn and the practice is conducted with due regard for safety
- Pupils must have due regard for the proper upkeep and condition of all pitches and games facilities
- Pupils may not use the pitches, nets or pavilion on the New Field unsupervised at any time
- The swimming pool and sports hall may be used only under staff supervision
- Outside term time, the use of any school facilities by pupils is not allowed
- Boarding pupils who wish to miss games for health reason must visit the Health Centre who will place them on the off games register if appropriate. Day pupils



must show a letter (email) of verification to the Housemaster/mistress or Health Centre and request to be placed on the off games register

- Pupils may not play games in the afternoon if they have missed any school period in the morning due to illness
- For away matches, a register will be taken on the coach and an update regarding absences will be sent to the HoMs and Matrons. Any pupil who wishes to go home with their parents (or someone else's parents), and not on the coach, must have written or email permission from their parent (and, if appropriate, the parent with whom they are travelling) and the teacher in charge will inform the appropriate HoMs

#### **4.7 Possessions and Lost Property**

- Mobile phones and other electronic items with internet capability are not permitted in School. Such items belonging to Boarders and Year 7 and 8 day pupils should remain in Houses at all times, in the care of the Housemaster/mistress.
- Pupils must clean up after themselves and not drop litter, as well as respecting school property, including all Health and Safety equipment
- Pupils' property remains their responsibility at all times and should be looked after carefully. This includes valuables (e.g. watches and calculators) but also books, files, bags, pencil cases, games kit, etc.
- All items must be marked clearly with name and house
- Pupils are advised to carry a bag to keep books and files together
- Buying from, selling to, or exchanging any items with other pupils is strictly forbidden.

(Note: Any unmarked valuables found on campus will be taken to the School Office, and lost property to the lockers outside the Common Room)

#### **4.8 Health and Safety**

- Pupils who feel ill during the day must report to House Staff or The School Office. Boarding pupils must get permission before going back to School, and must show their Health Centre card to their matron or Housemaster/mistress
- Reasonable steps are taken to ensure that pupils eat healthily and regularly. Boarders must attend all meals and day pupils must attend lunch
- Pupils are expected to act responsibly with regard to the health and safety of themselves and all other members of the community. Standards of dress must be consistent with proper safety and hygiene
- Pupils must not run or push in corridors or queues
- Pupils must not misuse or interfere with any items or appliances that are provided for reasons of safety or security (e.g. fire extinguishers and alarm systems)
- Pupils should know and observe the additional safety rules laid down by the School, particularly those concerning procedures for use in case of fire
- Pupils must observe road safety, and give way to the public on the pavements and to cars on the roads
- Road crossing: all pupils up to and including Year 6 should only cross roads with adult supervision



#### 4.9 Bicycles

For pupils with permission to ride to and from School:

- Bicycle helmets must be worn
- Bicycles must be roadworthy and conform with the law
- Bicycles may not be ridden in the School precinct other than on public roads
- Bicycles must be located in the provided bicycle sheds/racks
- Responsibility for the security of a bicycle lies with the owner

#### 4.10 Strangers

- All College employees and official visitors will be wearing lanyards: school blue (College employee), green (contractor authorised to be on site) or red (visitor who should be accompanied at all times). Pupils should inform a member of staff about any stranger seen on Campus not wearing a lanyard or visitor wearing a red lanyard who is unaccompanied.

#### 4.11 ICT and Technology

- All pupils are required to read, sign and adhere to the School ICT acceptable use agreement, which states all regulations in detail
- Pupils must not abuse or misuse ICT facilities, including the inappropriate use of email and internet services. The school ICT facilities are provided as an aid to academic work - in lessons, prep or private study and research, and a means of communication between staff, pupils and parents
- The possession, searching for, downloading, sharing, and use of pornographic or inappropriate material is prohibited
- All pupils in Year 7 and 8 should access their school emails daily, as this is now a common method by which staff contact pupils or disseminate information
- The School does not advise pupils to use social networking sites. Pupils should exercise extreme caution when using such sites and avoid posting personal data and photographs which could put that individual, or other members of the school community, at risk from others
- Pupils must not post, download, comment on or pass on inappropriate material about members of the school community, either through the school internet or through their own devices
- All pupils with mobile phones must hand their device to HoMs on arrival at school.
- Personal electrical equipment must be PAT certified (arranged on an annual basis). The Housemaster/mistress can arrange for equipment to be tested

#### 4.12 Visiting Houses

- Visiting other Houses during lesson time is not allowed
- All visitors from other Houses must remain in the public areas of the House unless specific permission is gained from a member of the House staff



#### 4.13 Parties

- Pupils may not normally organise or go to parties on weekdays
- If a pupil wishes to organise a party or other social function, they must seek permission from the Deputy Head (Pastoral) at least one week in advance, and follow the rules and guidelines set out in the Prep School's Parties Policy
- If a Boarder is invited to a party on a Saturday, he/she must seek their Housemaster's/mistress's permission, at least 48 hours in advance

#### 4.14 Bounds, Houses & Exeats

- Any pupil who needs to leave the School Campus must seek permission from a member of the House staff. All pupils leaving the campus must be under the supervision of a registered adult and they must sign back in with the Office or the House, upon return
- The School Shop is out of bounds unless specific permission is obtained from the HoM (Year 7 and 8 only)
- Any private property not belonging to the College is out of bounds to all pupils
- Private areas of Boarding Houses are out of bounds to all pupils

#### 4.15 Courtesy

- Pupils must be quiet in Chapel when the organ is playing before a service and throughout the service
- Pupils must show respect for OCs who have died in conflicts around the world by removing hands from pockets when entering The Chapel and when passing through Memorial Arch en route to the Redgrave Theatre, for example
- Pupils wishing to organise or be involved in charity fundraising events must seek permission from the Deputy Head (Pastoral), and from the HoM

#### **Additional Note: Regulating Pupils' off site conduct**

Pupils who are caught or known to have been misbehaving on the way to or from School, or near the School premises, will be disciplined by the School. This also applies to pupils who break School conduct during School trips, or extended School activities such as sports events, or any event where poor behaviour might jeopardise the chances of future pupils participating. Any off-site misbehaviour could result in sanctions. Behaviour that has a negative impact on the reputation of the College may result in sanctions.

## 5 SERIOUS DISCIPLINARY ISSUES

Whilst most disciplinary issues can be processed and resolved using the existing Behaviour Policy, there are certain incidents which merit the implementation of a special policy. Such incidents are those whose levels – or potential levels - of severity justify a more detailed plan of action. These are more likely to involve pupils in Years 7 and 8, but may, on occasion, involve pupils in Years 4, 5 and 6. The bullet points outlined below will be clarified and discussed with pupils in Year 7 and 8 during Tutor Group meetings and followed up from time to time by HoMs, as applicable.





1. Incidents involving pupils carrying out Criminal Acts of any kind.
2. Incidents involving sexual activity – or allegations of sexual activity – whether consensual or non-consensual, between pupils.
3. Incidents involving pupils distributing inappropriate images and/or film clips of other pupils on the internet.
4. Incidents involving pupils writing highly insulting, disparaging or libellous comments about other pupils and/or members of their family on the internet, or via other means of written communication.
5. Incidents involving theft or vandalism.
6. Incidents involving a serious and/or unprovoked physical attack by one or more pupil upon another or others, especially where the result of the attack leads to medical intervention or hospitalisation.
7. Incidents involving serious, highly insulting, personal and or potentially damaging or racist verbal remarks from a pupil to a member of staff, or to another pupil.
8. Incidents involving a physical attack by a pupil upon a member of staff.
9. Members of staff with a conflict of interest with regard to any part of the investigation of such incidents are to declare this to a member of the SLT.

**Protocol to be followed when dealing with Serious Disciplinary Incidents. If such incidents occur 'off site', adjustments may be implemented, as applicable**

**Phase one: as soon as possible after the initial incident report:**

- The reporting member of staff to convey the details of the incident to the Headmaster or a Deputy Head immediately. The reporting member of staff should then submit a contemporaneous hand-written account of events, containing facts only. This should be timed, dated and signed and should contain no subjective, biased or judgemental comments.
- The Deputy Head (Pastoral) would then inform the child/ren's HoM(s) and, if applicable, the DSL, immediately, giving a clear account of the event surrounding the incident, based on the written account of the reporting member of staff.
- Child/ren's HoM(s) to talk to the children involved, offering pastoral support, whilst neither condoning nor condemning their actions. During this time, the children would produce a hand-written account of the events surrounding the incident and would then remain with the HoM pending the decision from the SLT as to how to proceed. Emergency cover to be provided if applicable.
- SLT to meet to discuss the evidence surrounding the events, including the reporting Member of Staff's account, along with accounts written by the children involved. It is important at this stage not to cast judgement, as the incident will more often than not involve one child's word against another and it is important that the School is seen to maintain an unbiased stance until such time as all the evidence has been considered, discussed and digested.
- However, if upon initial scrutiny, it seems highly likely that the incident will lead to suspension or expulsion, the Deputy Head (Pastoral) to inform HoM(s), whilst the Headmaster informs parents (minuted), by telephone if possible, but if not, by email, of:



- o The details of the incident itself.
- o The details of the procedures which have been followed, and
- o The details with regard to the child(ren)'s current supervision and wellbeing. In the case of Boarders, this should be done taking into account international time zone differences, avoiding sleeping hours in all but the most serious instances.
- SLT to decide upon an immediate course of action for the children involved (minuted). If a child is to be suspended pending further inquiry then, either the child should be collected as soon as possible by the parent (or, in the case of a Boarder the child's registered guardian), or supervised by the HoM, or when unavailable, a member of the House Staff, until such time as the parent or guardian can collect the child. It is important that it is made clear to the child that he/she is at liberty to contact his/her parents during this time and provision should be made available for this to be achieved easily.

**Phase two: within 36 hours (or as soon as possible after) of the initial incident report:**

- The Headmaster/Deputy Head (Pastoral) to meet with parents to discuss details of the incident and any proposed sanctions (minuted). This could involve the imposition of a one, three or five day suspension or exclusion, depending upon the events surrounding the incident itself and the gravity of the specific misdemeanour under scrutiny.

**Phase three: three working days (or as soon as possible after) of the initial incident report:**

- Once the sanction has been issued, the Headmaster to compose letter – marked 'Privileged and Confidential' to the parents confirming the details of sanction. Once checked and signed, this will then be mailed (suggest registered post) **and** sent in pdf form in an email clearly marked 'Privileged and Confidential'.
- If parents do **not** accept the terms of the sanction, they should be invited to state their reservations in writing as the first stage of the appeal procedure (as described in the Complaints Procedure). Thereafter, the appropriate procedures and protocols would be followed.

## **6 ACHIEVEMENT POINTS**

### **6.1 Achievement Points**

Achievement Points are awarded for Good Work and Good Conduct. These fall under three categories:

- 3 points for Good Work
- 4 points for Excellent Work
- 5 points for Outstanding Work

These are marked on the pupils' work as A3, A4 and A5 and are entered onto the pupils' profile using SIMs, or the SIMs App.



## 6.2 Good Egg Awards

These are awarded for good conduct both in and out of the classroom, which reflects the efforts of a pupil who is 'going beyond the norms' of expected good behaviour. Whilst it is understood that the awarding of these points will rely to a large extent on staff's professional intuition, the following guidelines are used. The pupil:

- Is consistently smart in personal appearance
- Performs acts of kindness and helpfulness
- Demonstrates consistency of politeness and good manners.
- Is overtly compliant and co-operative
- Is consistently well-organised
- Demonstrates positive body-language and personable demeanour
- Engages fully and focuses well in the learning environment
- Participates willingly, effectively and selflessly
- Shows empathy towards others
- Works collaboratively and responsibly
- Demonstrates the ability to work independently

## 7 BEHAVIOUR POINTS

### 7.1 Behaviour Points

Behaviour Points are issued for unacceptable conduct and behaviour and various academic issues. Work related behaviour points must be followed up by the subject teacher and discussed, if applicable, with the Head of Department (HoD) and/or HoM. Work-related Behaviour Points which incur a Departmental Detention remain the responsibility of the issuing member of staff and the HoD.

These are marked on the pupils' profile using SIMs, or the SIMs App.

*Low level* (1 behaviour point)

- lateness
- untidy personal appearance
- negative body language
- lack of basic good manners (failure to hold a door open for an adult, etc.)
- not upholding playground/corridor conduct rules
- lack of respect for equipment/belongings
- questioning instructions
- disorganised in class/during prep
- low level distraction of others in class/during prep
- talking out of turn in class/during prep
- failure to produce prep without valid reason
- unnecessarily untidy work
- other

*Mid level* (3 behaviour points)

- repeated lateness
- unacceptable personal appearance after warning



- unacceptable body language
- unacceptable lack of good manners
- breaking corridor/playground rules repeatedly
- disregard for equipment/belongings
- questioning instructions/answering back
- repeatedly disorganised in class/during prep
- distracting others in class/during prep after warning
- unkindness towards another
- repeated talking out of turn in class/during prep after warning
- repeated failure to produce prep without valid reason
- unacceptably untidy or slovenly work

*High level (5 behaviour points – automatic School detention)*

- highly unacceptable/rude body language after warning
- highly unacceptable bad manners after warning
- unacceptable/dangerous corridor/playground conduct after warning
- unacceptable disregard for equipment/belongings: graffiti
- blatant disobedience/rudeness
- serious unkindness towards another; implications of bullying-related behavior
- significantly disruptive behaviour in class/during prep after warning
- persistent failure to produce prep without valid reason
- persistently unacceptable work after warning
- other

## 8 PREP SCHOOL SANCTIONS

Below is a list of the types of sanctions that could be applied to breaches of the School Rules – these are not prescriptive and the circumstances of any particular incident may influence the severity of the sanction imposed.

### ***Extra School Duties (Years 7 and 8 only)***

Jobs done on Tuesdays, Thursdays and Fridays at 4pm under the supervision of the Deputy Head (Pastoral). This sanction overrides pupils' participation in Activities during this time.

Given for minor misdemeanours or upon the accumulation of 5 Behaviour Points.

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### ***Work Detention***

Department or Form Teacher based lunchtime detention.

Given for incomplete or sub-standard class-work and/or Prep.

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### ***Behaviour Satis***

Pupil to gain the signature of the member of staff after each lesson.



Given for pupils who receive between 5 and 9 Behaviour points during any half of one term.

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### ***School Weekday Detention***

One-hour Detention (30 minutes for Lower Pre) held in The Deputy Head (Pastoral's) Office at an agreed time.

Given for a one-off high level misdemeanour or for the accumulation of 10 Behaviour Points.

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### ***School Gating (Years 7 and 8 only)***

Pupils also report daily to the Deputy Head (Pastoral) at 8.15am and 12.35pm.

Given for pupils who re-offend within the same half of a term having already received a School Detention.

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### ***School Saturday Afternoon Detention (Years 7 and 8 only)***

One and a half hour Detention from 1 – 2.30pm (depending on return time, if the pupil is involved in an away fixture) held in the Deputy Head (Pastoral's) Office.

Given for a serious disciplinary incident (see section 5, above) for a misdemeanour which does not warrant Suspension.

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### ***Suspension***

Temporary exclusion of one to three days, accompanied by a final warning.

Given for a serious disciplinary incident (see section 5, above), final written warning.

See section 9 below for further details.

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### ***Withdrawal/Expulsion***

Permanent exclusion.

Given for failure to respond to a final, written warning. Can also be given for a highly serious one-off Incident or an accumulation of incidents of appropriate severity.

See section 9 below for further details.

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In addition, Houses use the following sanctions:

### ***Extra House Duties***

The pupil carries out jobs in The House under the supervision of House Staff and/or Matrons.

Given for House-related, low level misdemeanours.

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### ***House Gating***

The pupil is restricted to the House during breaks and/or free time.

Given for House-related low, mid-level misdemeanours.

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### ***Loss of House Privileges***

The pupil loses House-based privileges/treats, such as outings or inclusion in other celebratory occasions.

Given for House-related mid/high-level misdemeanours.

## **9 MAJOR SCHOOL SANCTIONS**

### **Suspension**

In the Preparatory School, The Headmaster will also reserve the right, on occasion, to suspend a child for one-off serious misdemeanours. Details are contained in section 5, above.

### **Expulsion**

A pupil may be formally expelled if it is proven on the balance of probabilities that he or she has committed a very serious breach, or persistent breaches of the Behaviour Policy – or has committed a criminal offence. In such cases, the Head will act with procedural fairness and his decision may be subject to a Panel Review, if requested by the parent. Parents will be given a copy of the Review Procedure and will be requested to keep the child away from school pending the outcome of the review. (For further details regarding expulsion, please refer to parental terms and conditions).

## **10 WHAT TO DO IF YOU ARE UNHAPPY**

We believe that you will remember the School in the future as a place which was exciting, enjoyable and challenging, a place where you made friends and felt extremely happy and valued. We do our very best to make sure that you have the best possible time here.

Inevitably, there will be times when you experience difficulties or sadness. It is important that at such times, even if you think that others will find your problems trivial, you can talk



to somebody. Talking to a friend may not always be enough. There are plenty of other people who will always be extremely happy to listen and help. You will always be taken seriously. It is very important not to bottle things up but to talk to someone. Usually we can help and certainly you will feel better for having shared how you are feeling with someone else.

Reasons for anxiety or unhappiness at school vary greatly. Problems may be relatively straightforward - lost property, timetable difficulties etc., or more complex and perhaps more worrying - bullying, private or personal problems, concern for a friend who is in trouble.

There are a number of adults to whom you could turn to discuss any issues you might have:

- Your Housemaster/mistress
- Your Assistant Housemaster/mistress
- Your House Matron
- The Chaplain
- School Counsellor
- Independent Listener
- The School Doctors, Senior Nurse Manager, or any of the Health Centre nurses
- The Headmaster (see below)
- The Deputy Heads
- Any member of staff whom you know and trust

You may prefer to talk to someone who is not connected with the College in any way. Our independent professional counsellor is available to all Clifton pupils for confidential consultation. You can contact the Counsellor by email on [counsellor@cliftoncollege.com](mailto:counsellor@cliftoncollege.com); you will then be given an appointment.

If you do not feel able to seek help from any of the above then you can contact **Victoria Newhouse**, the School's Independent Listener, who will listen to you and, if necessary, meet with you in confidence. She can be contacted by emailing [victoria@charlesnewhouse.com](mailto:victoria@charlesnewhouse.com), or by calling 0781 554 3048.

The following telephone and internet services are available

- Childline 0800 1111
- Local Social Services Department 0117 903 8700 (for duty team)
- NSPCC Helpline 0800 800 5000 or 0117 966 4283
- [www.worriedneed2talk.org.uk](http://www.worriedneed2talk.org.uk)
- Central Health Clinic 0117 342 6944
- <http://www.mindfull.org/>

You should feel free to contact the Headmaster directly about anything that is troubling you. This may be done by writing a letter, in confidence, and giving it to the Headmaster's PA. You must sign any letter you write; the Headmaster cannot respond to anonymous information. You can also email the Headmaster at [prepschoolhelp@cliftoncollege.com](mailto:prepschoolhelp@cliftoncollege.com)



## 11 WHAT TO DO IF YOU HAVE A COMPLAINT

Complaints about any aspect of school life may be made at any time to any of the Members of Staff listed above. However, if you wish to make a formal complaint you should follow the procedure below.

### Pupils' Complaints Procedure

1. Any pupil may make a formal complaint by writing a letter or sending an email to the Headmaster (or, if the complaint concerns the Headmaster, to the Chairman of Council).
2. The pupil will be spoken to confidentially within 48 hours. The situation will then be investigated.
3. The pupil will then be invited to discuss the matter and another pupil or member of staff may attend that meeting. This will happen within a week of the complaint being received.
4. If at the end of this meeting the pupil is still dissatisfied, a meeting with a member of Council can be arranged.

The procedure is intended to produce a resolution that everyone can accept.

If the complaint is of a boarding nature and has not been resolved by the procedure above, then pupils can contact ISI on 0207 710 9900.

## 12 EQUAL OPPORTUNITIES STATEMENT

Clifton College maintains an equal opportunities policy in all areas of school life. The aim of this policy is to ensure that no pupil receives less favourable treatment than any other on grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. The College is committed to making this policy fully effective for all who study and work in the institution.

### **Routine times for pupils to see the Deputy Heads:**

DAILY AT BREAK OR BY APPOINTMENT

The **Headmaster** will see pupils by appointment via his PA.

*In the event of an emergency, the Deputy Head (Pastoral) can be contacted on 0117 315 7506*

*Related policies: Anti-bullying, Drugs & Substance Abuse, Smoking, Alcohol, Searching and Confiscation, Positive Handling, Complaints Procedure, Mobile Phones, Parties.*

## 13 CONCLUSION

It is the policy of the Prep School to treat all the children fairly and consistently. All sanctions and rewards are continuously monitored for effectiveness and are discussed





regularly by HoMs, HoDs, teaching staff and SLT. If a child considers that they have been treated unfairly or denied praise and/or reward where it is due, they are encouraged to voice their concerns using the appropriate pastoral channels. Such concerns will always receive attention and, in certain cases, the sanctions and rewards in question will be adjusted.

No member of staff at Clifton College is permitted to use any degree of physical contact which is deliberately intended to punish a pupil, or which is primarily intended to cause pain or injury or humiliation. This ban on corporal punishment is absolute. It applies, regardless of the severity of the pupil's misbehaviour, or the degree of provocation from the child or children in question.

This policy will be reviewed annually and at other times in the intervening period as necessary.