

Rewards, Culture, and Positive Behaviour Policy

Date adopted: July 2026 (for September 2026)

Prepared by: Charlotte Froom

Ratified by: Governing body

Review date: July 2027

Other relevant School policies include:

- Written statement of behaviour principles policy
- Equality Policy
- SEND Policy
- Uniform Policy
- Ted Wragg Trust Anti-Bullying Policy
- Ted Wragg Trust Exclusion Policy
- Ted Wragg Trust Attendance Policy
- Ted Wragg Trust Reasonable Force and Restrictive Interventions Policy
- Ted Wragg Trust Supporting students with medical conditions Policy
- Ted Wragg Trust Computer/Mobile device and online use policy – students

Statutory guidance:

- <https://www.gov.uk/government/publications/school-exclusion>
- [Behaviour in Schools](#)
- [Searching, Screening and Confiscation \(publishing.service.gov.uk\)](#)
- [Reasonable force and Restrictive Intervention in schools](#)
- [Keeping Children Safe in Education](#)

Note: This behaviour policy has been written as a policy for the whole school. While it should be followed it should also be read in accordance with the school's duties under the Equality Act 2010 and should be read in that light together with other relevant policies. Where a child has (or may have) a disability then active

consideration must be given to how the policy may be adapted to take into account a child's individual needs. This will include consideration about what reasonable adjustments may be made. Children and parents with SEN/disability should be encouraged to be involved in considering these points, an example could be through the creation of a relational support plan. Records should be made about any such changes and any staff who work with these particular children should be informed about any such changes (for example a supply teacher should be made aware of any potential changes). In addition to SEN/disability the policy should also take into account other protected characteristics such as race, religious belief or matters in respect of gender/sexual orientation. If staff have any questions they should seek guidance from a senior leader.

This behaviour policy is reviewed annually and is done so in consultation with students, parents/carers and staff. In addition to an annual student, parent/carers and staff survey there are multiple opportunities through school council/parliament/leadership, parental listening sessions and engagement activities to provide feedback.

Aims of policy

West Exe is a fully inclusive comprehensive school that serves its entire community. The school community is passionate about students feeling a true sense of belonging in school and being able to learn in disruption free classrooms. The school's mission is to educate children so that they live a great life and make the world a better place. The whole team at West Exe understands that a thriving, successful school is the beating heart of a community and West Exe is just that. To ensure we achieve our mission we know that the children in our school need to be curious, adaptable, ambitious, resilient and proud, but most of all, they need to be kind. We look to embed these attributes into our community every single day so that our children can be successful at school and beyond.

This behaviour policy is based on our key concept for Every Child Succeeds and is underpinned by an inclusion model created using the work of Bronfenbrenner and on Maslow's hierarchy of needs. Our model is based on safe and connected children learning successfully in a classroom environment.

This policy aims to:

1. To promote students taking pride in their behaviour and being kind in their classrooms, corridors and community so that classrooms are disruption free, and all feel a sense of belonging.
2. To create a school culture that is warm, welcoming and safe for all.
3. To create clarity for staff, students and our community about positive behaviours in and out of school in order to promote community harmony and strong, positive relationships.
4. To enable teachers to deliver engaging and creative lessons, experiment and take risks, in a safe and secure environment.

This behaviour policy is based on our key concept of Every Child Succeeds and is underpinned by an inclusion model created using the work of Bronfenbrenner and on Maslow's hierarchy of needs. Our model is based on **safe** and **connected** children learning **successfully** in a classroom environment.

This policy aims:

1. To **support students taking pride in their behaviour**, so that there is a culture of warmth, achievement, ambition and learning everywhere in the school with and no learning opportunity wasted.
2. To provide **clarity for staff, students and the community** about acceptable behaviour and enable the creation of **strong and positive relationships**.
3. To encourage students to **make positive choices** and **take responsibility** for their own actions.
4. To create a **truly inclusive** environment for all where students are **safe, connected** and **successful**

1.0 West Exe School Behaviour Policy

West Exe School encourages good behaviour through high expectations, clear policy and an ethos which ensures students show pride in their conduct and learning by making positive behaviour choices.

West Exe School has in place a comprehensive package of rewards to reinforce and praise good behaviour with clear sanctions for those who do not make positive choices and therefore fail to comply with the school's behaviour policy.

This Policy outlines the measures by which the school aims to promote good behaviour, self-discipline and respect; prevent bullying; ensure that students complete assigned work; and ensure West Exe School is a safe place for all.

The commitment of staff, students and parents is vital to develop a positive whole school ethos. West Exe School reserves the right to apply this policy to all students and any time a student is recognisable as a West Exe School student, regardless of whether this is before/during/after school hours and to all matters relating to social media and online activity. The application of this policy is not dependent on whether the student is wearing school uniform.

2.0 Rewards

2.1- Recognition

West Exe School regularly celebrates the success of all students in a variety of ways as we recognise that focussing on success and positive outcomes is essential to developing a positive culture and ethos across the school. We recognise that the individual develops a sense of belonging to our West Exe community, and a sense of self through the celebrations of success across the curriculum and wider areas of school life. West Exe School wishes to recognise the vast majority of students make positive behaviour choices every day. Listed below are the ways we celebrate success with students, parents and staff during the academic year.

2.2 Merits –

Merits are used by all staff to reward positive behaviour. These are given through Bromcom in the following categories:

1. Tutor: Extended practice submitted on time
2. Tutor: correct uniform
3. Tutor: equipment
4. Welcome back: merit
5. Assessment week: merit
6. Kind
7. Adaptable
8. Resilient
9. Curious
10. Ambitious
11. Proud

2.3- Merit Badges

Merit badges are awarded in line with the student attributes. e.g., when a student reaches 100 merits for being kind, they receive their kind merit badge and a certificate. The West Exe shield is awarded to students who have achieved all six attribute badges.

Credits

Teachers award attribute credits each day to recognise students who demonstrate our school attributes in lessons and around the school. These attributes are linked directly to our Attributes Curriculum. Every credit earned gives students a chance to be included in a weekly prize draw, where 10 winners are selected to receive rewards such as stationery, books, water bottles, and queue-jump passes.

Each half term, a specific year group focus is identified, with criteria set by the Head of Year and shared with students as a goal to work towards. The focus may relate to attendance, punctuality, behaviour, effort, or another key area of school life. Students who successfully meet the criteria are rewarded with a special activity on the last day of term. Rewards may include hot chocolates, ice lollies, a film screening, tug-of-war competitions, or other enjoyable activities that celebrate their achievement and commitment.

The Golden Ticket:

Every half term, all members of staff have a 'Golden Ticket' which they can award to any student who has displayed what our student attributes stand for this. There will be a half termly focus on one of the student attributes as positive reinforcement. The attribute chosen will be linked to our Attributes Curriculum. The golden tickets awarded are then placed in a fortnightly prize draw, for prizes suggested by the student body

2.4- Headteacher Awards

Headteacher's commendations are given to students who have been nominated by staff members for demonstrating the attributes, behaviours and values of what it means to be an exceptional West Exe Student. They are also awarded to students who have shown exceptional achievement, either in school, part of an extracurricular activity or great work in the community. This includes a certificate and pen, with a letter going home to parents to share news of the young person's achievement. Students may also be invited to a 'Hot chocolate with the Headteacher' event. This is for students who have been identified through the book looks as taking pride in their work and presentation.

2.5- Attendance

Attendance rewards are supported through our rewards above. Students are rewarded for good attendance in their celebration assemblies, through the tutor programme and their knowledge organisers, and through the attributes curriculum. Celebration assemblies at the end of each half term reward students for good attendance and there is recognition for students who have improved their attendance.

There are various attendance rewards: positive communication home including text messages to share the good news and celebrate the impact that good attendance has on young people's life chances. Certificates are presented on an annual basis to students for 100% attendance respectively over the year. Attendance is included in the criteria for many of the celebration events and rewards.

2.6- Termly Celebration Assemblies

Individual students are recognised in termly whole cohort assemblies. Rewards are given by the tutors, the Head of Year, and the Senior Leadership Team for exceptional achievement.

2.7- Awards Evenings

Annual awards evenings are held for each key stage in the summer term. Additionally, each year, the departing year 11s have a graduation evening the November after leaving West Exe. Awards are given in the following categories:

1. Academic Achievement and Outstanding Endeavour for individual subjects (nominated by their teacher)
2. Tutor Awards
3. Student Attribute Awards
4. Ted Wragg Trust Awards for Academic Endeavour and Community Contribution Separately, we hold an annual awards evening for PE where we celebrate the sporting successes, the resilience and adaptability of our students. We encourage all families and friends to attend these events in order to truly celebrate the efforts of students and to strengthen links between home and school.

2.8- Tutor/House System

Competitions are held between tutor groups for particular activities and occasional prizes given. Inter-House sports competitions are held between house groups during the year. House groups will meet 3 times a year for House Week. All staff members are linked to a house and work with the students to win points for their teams, as well as to fundraise for the house charities.

The ethos behind the West Exe Rewards System:

Our student voice is the ethos behind our rewards system and provides feedback and guidance on what they would like to see within our rewards policy. The above rewards outline our extrinsic motivational factors for students, which we promote and encourage throughout the year. This will be reviewed again in 26/27. Through our deliberate practice and coaching programme for staff, we ensure that students understand the importance of being intrinsically motivated to be successful. We believe this is achieved through a sense of accomplishment and belonging. Staff use precise praise, not just within their classrooms, but also within their interactions with students outside of the classroom. The relationships staff and students build ensure students feel valued by both their teachers and peers, understanding not only that their teachers want the absolute best for them but also why. We recognise that success comes in all shapes and sizes, and endeavour through our celebration of the student attributes, first and foremost, to ensure that all students have equal opportunities to be recognised.

3.0 High Expectations

All Lesson expectations are based on the following principles:

- PUNCTUAL AND ORGANISED- Be on time with all your equipment and uniform.
- KIND and INCLUSIVE- Be kind, in everything you do, to everyone in the school and wider community.
- PRIDE- In learning, effort and appearance/community.
- POSITIVE CHOICES- To create and form strong relationships.
- ENGAGEMENT- As an active learner always trying your best.

Lesson Expectations

1. Sit down calmly where you are asked showing you are ready to learn – equipment out and sit up straight in your chair.
2. Listen respectfully (in silence) when others are talking and work in silence when an adult asks you to.
3. Show pride in your learning by always working to the best of your ability and promptly attempting all work set.
4. Show pride in your behaviour by following all reasonable requests and not distracting others.

Arrive on time, within 4 minutes of the bell - red card issued to students who arrive after this



All lesson expectations have been co-produced in consultation with staff and students. Lesson expectations are reviewed regularly with students and staff.

Student, parent and staff voice is really important to our school, and we conduct an annual survey with each group to help inform our approaches and support continual improvement. In addition to this, there are a number of opportunities throughout the year for our communities to share their recommendations and reflections including through our student voice and student parliament, through termly parent forums, annual surveys and staff networks.

3.1 Creating Routines

At West Exe we use the 'Core Consistencies and 100% Teaching Model' to empower teachers to create routines and consistency in the classroom for students to thrive. Teachers are coached and developed to create warm and ambitious learning environments that help students feel safe, successful and like they belong. Our instructional coaching development model supports teachers in having high expectations of children while using their classroom craft to build positive relationships.

4.0 Sanctions

Sanctions are only used when teachers have used their craft and their positive methods for creating disruption free classrooms are not working with a student. Staff are supported and encouraged to deploy a range of adaptive teaching methods and relational approaches to support students in making positive choices and encouraging them to be successful in the classroom. When staff use the sanctions system, they do so by clearly highlighting the behaviour that has led to the sanction. Staff always apply the sanction impersonally, calmly, consistently and fairly.

4.1 Lesson removal

If a student does not adhere to the 'Classroom Expectations', a teacher will tell them that they have a 'reminder' and their name will be written on the board in the Expectations section. If a student does this for a second time, they will be referred to lesson removal. On arrival at students will enter the Regulate Room and be given a timer with some activities to support them regulating. Once the student has regulated, they will move to the lesson removal room.

Lesson removal practice includes:

The member of staff running the lesson removal room will warmly greet the student and allocate them a seat. The student will collect the work they need to complete and have their extended practice book out to remind them of their 'Proud' work. Once a student has completed a piece of work which shows Pride and has been kind towards the staff member in the room, they will be able to return to their next lesson.

Escalation from Lesson Removal includes:

1. Lesson removal as stated above
2. Extended lesson removal for behaviour that does not meet the expectations of the room – 2 lessons, plus one break
3. If a student receives three reminders whilst in lesson removal on a 2+1, it escalates to a 4+2 (4 lessons and 2 breaks)
4. If a student receives a further three reminders, it escalates to an extended lesson removal (ELR) which equates to a full day (5 lessons and 2 breaks with 15 minutes after school)

4.2 Repeated or more Serious Incidents

We are committed to inclusion and to preventing exclusion. However, where a student (for example) repeatedly fails to wear the correct uniform, fails to attend detentions, receives multiple lesson removals, or is involved in an incident too serious for a lesson removal, the student will be referred to internal suspension. Students will spend a full day in internal suspension including a one hour after school detention.

More serious incidents could include but are not limited to:

- Repeated Internal truanting
- vaping/smoking
- vandalism/deliberate damage
- refusal to follow instructions
- bullying
- swearing

- aggression
- rudeness
- dangerous behaviour

4.3 Reconnect, rebuild and restore

If any student feels a member of staff has incorrectly referred them to the lesson removal room, they can request staff review the lesson removal. The pastoral support team will always try to capture student voice related to any incident and use this to inform decision making. All students will have the opportunity to complete a reflection sheet upon entry to the refocus room and may use this to indicate if they feel they have been referred on an unfair basis. The review will be considered by a member of staff and the student informed of the outcome after any investigation.

4.4 School community sanctions

The 'Red Card' detention is a break time detention for anti-social behaviour in and around School. We expect all students to always behave kindly and treat each other with respect. That means walking around the school calmly and quietly, respecting each other's space and looking out for each other. There are no warnings for these behaviours.

The red card detentions enable us to address any behaviour that does not meet our corridor expectations. The following are possible (but not limited to) reasons for a red card detention:

1. Not respecting the personal space of another student and making physical contact.
2. Running in the corridor or not following the one-way system
3. Shouting or making disturbing noises in the corridor
4. Low level rudeness to adults in the school
6. Being deliberately unkind to any member of our school community

4.5 Punctuality and lateness

Punctuality is a key skill for any student to develop in life, and we aim to support students to appreciate the importance of good punctuality. Students who arrive in school after 8.35am but before 9.00am without sufficient cause will be issued with a 30-minute same day late detention after school and families notified by text message.

Failure to attend this detention will result in escalated 45 minute detention. If a student fails to attend this detention, it escalates to a 60 minute headteacher detention on a Friday evening.

Students who arrive in school after 9.00am without sufficient cause will be issued with a 60-minute same day late detention after school and families notified by text message. Failure to attend this detention will result in a headteacher detention. We aim to support our families with prompt arrival to school and punctuality to all lessons.

4.7 Multiple referrals

Students who experience multiple removals to lesson removal will have a tiered support programme. We aim to ensure students can make positive choices and recognise that this is more challenging for some students. Students who experience multiple lesson removals will receive additional support through a variety of graduated approaches to help them be successful in their lessons and the school may make some reasonable adjustments to the positive behaviour policy to support students' ongoing needs.

4.8 Deliberate use of fire alarm

Deliberately setting the fire alarm off is an extremely dangerous act. The whole school experiences significant disruption and could prevent a fire engine attending a genuine emergency. In addition to the disruption to teaching, learning and the good order of the school, it also has a disproportionate impact on the most vulnerable students. Many students will struggle to regulate their feelings after such a significant disruption to their routine. The school reserves the right to permanently exclude any student who is found to have triggered the alarm deliberately or with malicious intent.

4.9 Mobile phone policy

This policy outlines expectations for mobile phone use in school to ensure a safe, connected, and successful learning environment. This policy applies to all students during school hours, on school grounds, and during school related activities unless otherwise specified by staff.

Process for mobile phones

Phones are not to be used during school. Every student is assigned a personal Yondr Pouch. It is each student's responsibility to bring their Pouch with them to school every day and keep it in good working condition. Refusal to adhere to any part of this policy is likely to result in behaviour sanctions in line with the policy and as outlined below.

Beginning of the Day

Students must bring their Pouch to school with them each day. As students arrive to school they will:

- Turn their phone off or on flight mode.
- Open their Yondr Pouch by tapping against the Unlocking Base or handheld device.
- Place their phone and any other wearable technology inside the Pouch and secure it in front of school staff.
- Place pouches in their bag where they should be stored for the day. Pouches should not be seen during the school day. During the school day the school will conduct spot checks to ensure systems are being followed.

End of the Day Students will:

- Open their Pouch by tapping against the Unlocking Base or Handheld Device
- Remove their phone and any other wearable technology
- Close their Pouch (Important to stop the pin bending)
- Keep in their school bag overnight.

Late Starters or Early Leavers Students arriving late or leaving early will pouch/unpouch their phones in reception.

Medical Needs

The very small number of students who need their phones for medical reasons (e.g. diabetes) will have a slightly different pouch that can be opened by the student without the use of the unlocking device.

Lost or damaged pouches

Lost or damaged pouches will need to be replaced. We will contact home to arrange for a payment of £15 for a replacement pouch. A price for second-hand pouches is to be determined, when they are available.

Examples of damage to a pouch include any of the following, which prevent the pouch from functioning properly:

- Ripped fabric
- Cut
- Torn
- Bent/cut pin
- Signs of force to black button on flap
- Damage to the black ball
- Pouch opens without unlocking station
- Graffiti of any kind on pouch

If there is evidence that a pouch has been damaged deliberately, this will be seen as a breach of our behaviour policy and will be treated differently (see below).

Actions taken if a phone pouch is deliberately damaged		
First occasion	Second occasion	Third occasion (or more)
• Phone confiscated. • Confiscation logged on Bromcom • Parents will be asked to attend a meeting, at which they will be able to collect the phone. • Student will receive a fixed term suspension	• Phone confiscated. • Confiscation logged on Bromcom • Parents will be asked to attend a meeting, at which they will be able to collect the phone. • Student will be issued a longer fixed term suspension.	• Phone confiscated. • Confiscation logged on Bromcom • Parents will be asked to attend a meeting, at which they will be able to collect the phone. • Student will be issued with a further fixed term suspension and have to hand their phone in daily.

If a student refuses to hand over a mobile phone, then this could result in a Fixed Term Suspension.

Phone seen during School

If a student is found in possession of a phone outside a mobile phone pouch, this is considered to be a breach of the school's behaviour policy. This could be the result of:

- Bringing multiple phones into school

- Failing to properly secure their phone during tutor routines
- Damaging a pouch in order to access the phone during the school day
- Accessing an unlocking station or alternative magnet during the school day

Actions taken if a student uses a mobile phone during the school day		
First occasion	Second occasion	Third occasion (or more)
• Phone confiscated. • Confiscation logged on Bromcom. • Parents will be asked to attend a meeting, at which they will be able to collect the phone. • Student will be issued a fixed term suspension.	• Phone confiscated. • Confiscation logged on Bromcom. • Parents will be asked to attend a meeting, at which they will be able to collect the phone. • Student will be issued a longer fixed term suspension.	• Phone confiscated. • Confiscation logged on Bromcom. • Parents will be asked to attend a meeting, at which they will be able to collect the phone. • Student will be issued with a further fixed term suspension.

If a student refuses to hand over a mobile phone then this could result in a Fixed Term Suspension.

Spot checks

On call and duty staff may ask to check Yondr pouches periodically throughout the day. This will involve simply asking a student to take the Yondr pouch from their bag and show it to the member of staff. The member of staff will check that it has been locked and is working properly.

Our tutor routines and checking have been designed to ensure that all students leave tutor time with a locked pouch. If a pouch is found to be open, with the phone accessible, it will be assumed that it has been left open deliberately. The actions taken are set out below.

Actions taken if student is found to have left their mobile phone pouch unlocked		
First occasion	Second occasion	Third occasion (or more)
• Phone confiscated. • Confiscation logged on Bromcom. • Parents will be asked to attend a meeting, at which they will be able to collect the phone.	• Phone confiscated. • Confiscation logged on Bromcom. • Parents will be asked to attend a meeting, at which they will be able to collect the phone.	• Phone confiscated. • Confiscation logged on Bromcom. • Parents will be asked to attend a meeting, at which they will be able to collect the phone.

• Student will be issued a Fixed Term suspension.	• Student will be issued a Fixed Term Suspension.	• Student will be issued with a further Fixed Term Suspension.
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If a student refuses to hand over a mobile phone then this could result in a Fixed Term Suspension.

Students possessing unlocking stations (or similar magnetic device)

If a student is found in possession of a Yondr unlocking station, or a similar strength magnet used to unlock the pouches, it will be confiscated, and the student will be placed into Internal Seclusion whilst the matter is investigated.

Bringing an unlocking station or a similar strength magnet into school and using it to unlock their own or others' phones could result in a Fixed Term Suspension.

Forgotten Pouch

If a student forgets their Pouch, their phone will be collected, and the office will call home to remind the parent/carer of the policy. The phone will be returned to the student at the end of the day. If a student consistently forgets their Pouch, it is considered Lost. Refer to the Lost Pouch policy above.

Unlocking Stations

If a student is found in possession of a Yondr unlocking station, or a similar strength magnet used to unlock the pouches, this will be considered a serious offence and an attempt to undermine school systems. As a result, fixed term suspensions will also be issued.

Persistent breaches of this policy

For persistent breaches of this policy, the school reserves the right to permanently exclude.

Accidental Damage

Notify the school immediately explaining what happened. If any damage is spotted at a pouch check it will be considered intentional unless the student has raised it previously.

After School Clubs, Sporting Fixtures, School Trips

Use of mobile phones and wearable technology will be at the discretion of the staff leading the activity.

Searching, screening and confiscation

The Department for Education published revised advice for schools on 'searching, screening and confiscation' which came into force on the 1st September 2022. Headteachers and staff they authorise, have a statutory power to search a pupil or their possessions where they have reasonable grounds to suspect that the pupil may have a prohibited item or any other item that the school rules identify as an item which may be searched for. With the implementation of this new policy, the school reserves the right to search for mobile phones if necessary.

5.0 Bullying and Discrimination

At School our aim is to prevent bullying through education, by prompt and sustained response to reports of bullying, and by developing the confidence of students. We aim to have a culture of courage, compassion and citizenship and respect where difference is valued. The School aims to foster an atmosphere of friendship, mutual trust, respect and consideration for each person within the community.

To establish an ethos where students set a good example to others. To encourage all members of our school community to recognise bullying, acknowledge its unacceptability and report it. We have a system of support for students who have been bullied and a system of clear, fair and consistent responses to incidences of bullying ensuring that everyone is in a supportive, caring and safe environment. Bullying is unacceptable and will not be tolerated in our community.

Bullying is defined as repeated behaviour which is intended to hurt someone either emotionally or physically and is often aimed at certain people because of their race, religion, gender or sexual orientation or any other aspect such as appearance, disability or SEN need. It might be motivated by actual differences between children, or perceived differences.

Bullying can also occur where there is a power imbalance between students. A power imbalance is when one student (or a group of students) is able to dominate decision- making or otherwise asserts power in ways that disadvantages other student(s).

Bullying in any form will not be accepted or condoned. All forms of bullying will be addressed.

Bullying can include but not limited to:

- Emotional harm;
- Physical harm;
- Deliberately hurtful comments;
- Social bullying;
- Social media;
- Filming students/staff without consent;
- Posting inappropriate content/filmed incidents online/sharing;
- Threatening behaviour;
- Power imbalance;
- Name calling;
- Sexting;
- Cyber bullying; and
- Sexual exploitation.

Bullying can impact on a students' attendance and attainment at school, marginalises those groups who may be particular targets for bullies and can have a life-long negative impact on some young people's lives. We continue to promote a culture of high expectations and work with our community to ensure that our students have a sense of pride and feel happy and safe to be a part of our community.

All bullying incidents will be treated and addressed individually, and we will apply the full range of sanctions depending on the severity, frequency and seriousness of the incidents(s).

In exceptional circumstances and where other attempts to resolve an issue have not been successful the school may use a behaviour contract between students to establish a clear and equitable arrangement for communication and behaviour. The contract will identify clear sanctions for failing to meet the stated

requirements that could include, but not limited to: red card, Lesson removal, suspension exclusion and for repeated breaches, permanent exclusion.

Our staged anti-bullying process can be seen here:



5.1 Sexual harassment and online sexual abuse

West Exe School takes all reports of Sexual harassment, sexual violence and online sexual abuse extremely seriously and aims to create an open culture where students are comfortable and confident to report all

incidents to any member of staff. We are clear that sexual harassment and violence are not acceptable, will never be tolerated and is not an inevitable part of growing up. We will always challenge behaviour or language that seeks to normalise sexual harassment or violence in schools.

School aims to prepare students for issues related to sexual harassment and online abuse through the curriculum and assemblies. Our age and stage appropriate curriculum covers such issues as:

- Healthy and respectful relationships, including consent;
- Gender roles, stereotyping, equality, diversity;
- Body confidence and self-esteem;
- Prejudiced behaviour;
- That sexual harassment and violence is always wrong; and
- Addressing any culture of sexual harassment.

We recognise the complexity of this issue and will always aim to safeguard all students involved taking in to account the nature of incidents and their wider context.

For the purpose of this policy, when referring to sexual harassment we mean ‘unwanted conduct of a sexual nature’ that can occur both in person and online. Sexual harassment is likely to violate a students’ dignity, and/or make them feel intimidated, degraded, or humiliated and/or create a hostile, offensive or sexualised environment.

Sexual harassment could include but is not limited to:

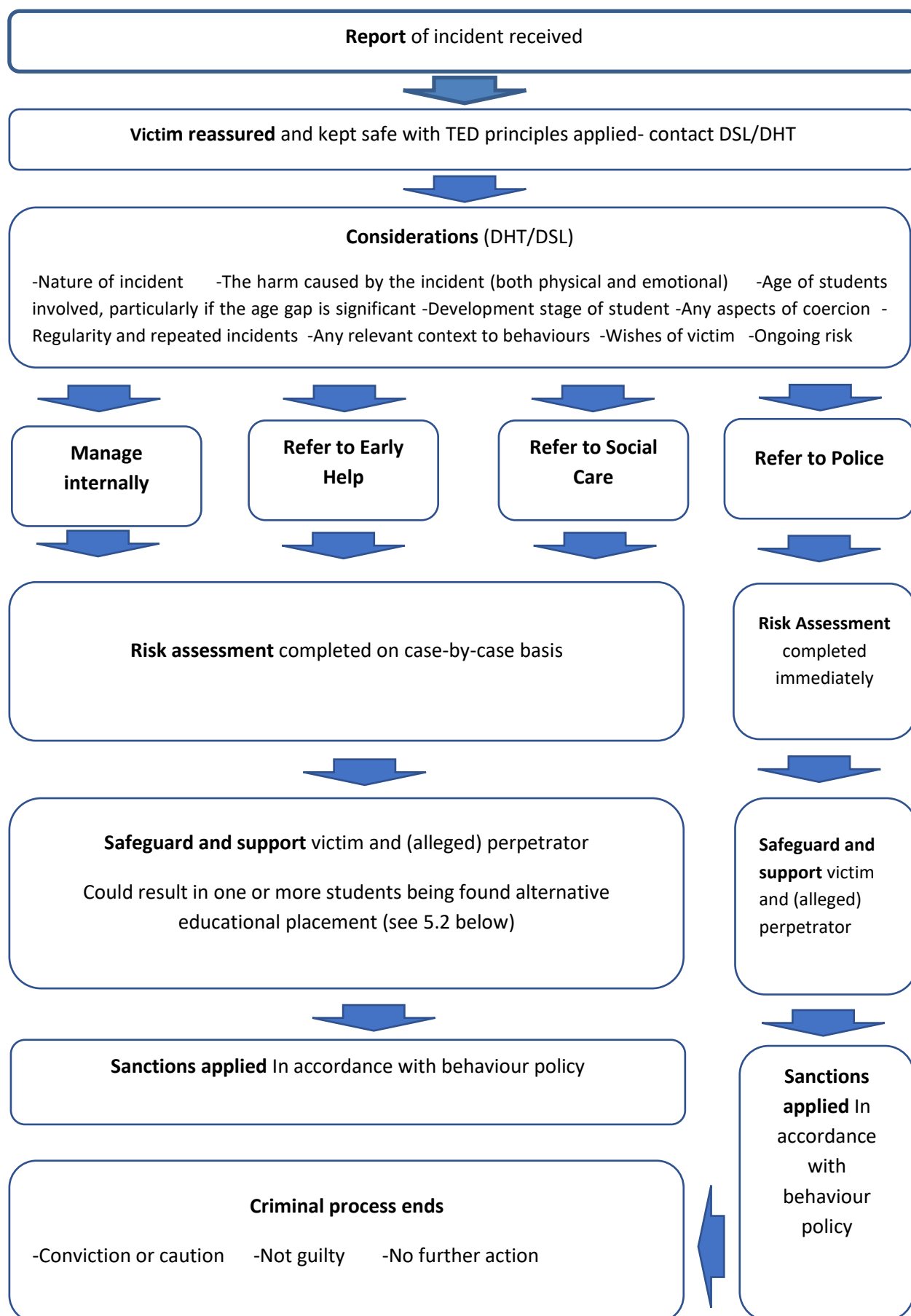
- Sexual comments, lewd comments, sexual stories, remarks about clothing, appearance and name calling;
- Sexual ‘jokes’ or taunting;
- Physical behaviour, such as: deliberate contact, interfering with clothing, displaying sexual images;
- Online sexual harassment, which might include: non-consensual sharing of images and videos (often referred to as sexting), inappropriate sexual comments on social media, exploitation, coercion and threats; and
- The deliberate creation and/or distribution of deep fake or AI images involving any member of the school community.

Sexual violence could include but is not limited to:

(When referring to sexual violence we are referring to sexual offences under the Sexual Offences Act 2003)

- Rape;
- Assault by Penetration;
- Sexual Assault; and
- Causing someone to engage in sexual activity without consent.

West Exe School will follow the following process when incidents are reported.



West Exe School recognises that all reported cases will have a range of factors that will be considered, these include but are not limited to:

- Nature of incident;
- The harm caused by the incident (both physical and emotional);
- Age of students involved, particularly if the age gap is significant;
- Development stage of student;
- Any aspects of coercion;
- Regularity and repeated incidents;
- Any relevant context to behaviours;
- Wishes of victim; and
- Ongoing risk.

West Exe School will always aim to deal with incidents in a timely and sensitive manner. All reported incidents will be recorded and (where relevant) passed on to other agencies for support or further action.

West Exe School will apply the full range of sanctions available to any student responsible for sexual harassment or online sexual abuse. The application of any sanction is not dependent on any further actions from any other relevant agencies and will be applied in-line with the balance of probabilities principle.

Sanctions may include but are not limited to:

- Restorative meeting;
- Behaviour contract;
- Lesson removal;
- suspension;
- Managed move;
- Permanent exclusion; and
- Referral to social services or police.

Confidentiality and anonymity are very sensitive issues when dealing with allegations and cases of sexual harassment and online abuse. In all cases West Exe School will work in-line with safeguarding principles and in conjunction with any other relevant agencies to protect students. Ultimately, West Exe School will balance the victim's wishes with our duty to protect the victim and other students within the school setting. Any decisions made will be discussed with all concerned and handled sensitively.

5.2 Separation of students for safeguarding reasons

In certain circumstances, West Exe School may temporarily forbid a student from attending its premises, for example, due to an allegation of harm by one student against another which might require physically separating a student from one or other students. In this scenario, West Exe School may work with the local authority and/or other partners to arrange education as soon as is possible. **This is not an exclusion on disciplinary grounds.** West Exe School will inform parents of the reason why the student has been temporarily forbidden from attending its premises. The public law principles of acting reasonably, rationally and in a procedurally fair manner will be followed. Any decisions, including to temporarily forbid a student from attending its premises for safeguarding reasons, will be made on a case-by-case basis, using professional judgement, supported by other agencies, such as children's social care and the police as required.

6.0 Support

We aim to support all our students to ensure that every child succeeds during their time at school. Where it becomes clear that a child is having on-going difficulties in managing their behaviour, there are a wide range of strategies which are used to support students. We will always consider whether continual disruptive behaviour is the result of an unmet special educational or other need/s and should we consider this to be the case, whether multi-agency assessment would be appropriate.

Every child is different, and all support is tailored to meet the needs of each individual in recognition of that what works for one child may not for another. Any student designated at risk of exclusions will have a Pupil Inclusion Map (PIM) which is a tiered response to supporting all students make positive behaviour choices

7.0 Suspension

All suspensions are completed using the following statutory guidance:

<https://www.gov.uk/government/publications/school-exclusion>

We will endeavour to avoid suspension wherever possible. A decision to suspend is taken only in response to a breach of the school's behaviour policy, including persistent disruptive behaviour, or where such breaches are neither serious enough to merit permanent exclusion nor minor enough for detention or lesson removal to be appropriate. All suspensions are authorised by the Headteacher or designated representative or in their absence the next most senior member of staff.

Under exceptional circumstances a student may receive a suspension but if further investigation reveals more serious circumstances, then a permanent exclusion may be issued.

All suspended students will be given some work to complete and may be expected to write a restorative letter apologising for their actions leading to the exclusion. As part of their reintegration students may be expected to spend some in lesson removal.

A re-integration meeting will take place at the earliest available time on the first day the student is to return to school. The reintegration meeting will aim to clarify next steps and discuss if any additional support is required. Failure to attend may result in the student remaining in lesson removal until the reintegration meeting can be held.

8.0 Permanent Exclusion (PEX)

A decision to exclude a student permanently should be taken only:

- a. in response to a **serious breach** or **persistent breaches** of the school's behaviour policy; **and**
- b. where allowing the student to remain in school would **seriously harm** the education or welfare of the student or others in the school

The act of setting off the fire alarm without good cause may lead to PEX, due to the significant disruption caused and potential harm to vulnerable students.

A serious breach of the school's policy may result in a PEX. The list below indicates the circumstances where a PEX may occur (at the discretion of the Headteacher) and includes, but is not limited to, the following:

- assault or attempted assault on staff;
- violent assault- including any form of filming, sharing and distribution;

- sexual assault, harassment or exploitation;
- drug-related activity/paraphernalia;
- criminal or terrorist activity;
- carrying a weapon or dangerous object;
- extremely dangerous/risky behaviour; and
- setting off the school fire alarm.

For detailed information on Permanent Exclusion please see [TWT Exclusion policy](#).

9.0 Consistent Expectations

Consistency is hard to achieve in any organisation. We recognise that it is key when creating an outstanding learning environment. Students are much less likely to push the boundaries if they know that what is expected of them will remain constant throughout the day; from one classroom to the next; one teacher to the next; one subject to the next; one year to the next. This consistency will be applied to all issues relating to uniform. Students will be expected to follow the uniform policies at all times. If a student is unable to meet uniform expectations an alternative will be offered (if possible). Refusal to accept the alternative may be viewed as defiance and the student may be placed in lesson removal until the issue is rectified.

10.0 Maintaining a Positive Learning Environment

A positive learning environment is best maintained through the focus on and positive reinforcement of good behaviours and not through the confrontational challenge of negative behaviours. We recognise this through the effective use of our staged reward and sanctions systems. Staff make a commitment to 'catch students being good' as often as possible and reinforce this through nonverbal and verbal acknowledgement and praise as well as using some of the more formal rewards available. Staff also make a commitment to deal indirectly with some negative behaviours in this fashion too. An off-task student can often be redirected through praise of a neighbouring student who is working and behaving appropriately. When staff do feel the need to resort to formal warnings and staged sanctions they are committed to doing so in a calm, non-confrontational and professional manner at all times. Ultimately, West Exe school believes that celebrations are the most powerful driver of positive behaviour.

11.0 Drugs

The school will not tolerate drug possession, use or supply of any sort on school property or during off-site school activities. The school will sanction any student found to be supplying, possessing or taking drugs. This includes the possession, supply or misuse of solvents, vape fluids or other substances that can be harmful. Students may be permanently excluded if they are found to be involved in any drug-related incidents. Where controlled drugs are found, these will be delivered to the police as soon as possible but may be disposed of if the staff member thinks there is a good reason to do so.

12.0 Alcohol

Consuming, carrying or supplying alcohol is strictly prohibited. Any student involved in any alcohol-related activity may be permanently excluded.

13.0 Medication

Carrying, supplying or taking prescription medicines illegitimately could result in a permanent exclusion. We are aware that it may be necessary for some students to take medication during the school day. Parents/carers should complete an 'Administration of medicines in school' form and bring it together with the medication to student reception. This form authorises our first-aid trained staff, to dispense medication on their behalf. All medication brought into school by parents/carers is stored in a locked cabinet.

14.0 Smoking/vaping

Smoking/vaping including possession of any associated smoking or vaping materials, is detrimental to health, anti-social and not conducive to a safe school environment. We will apply this policy to any student who is seen smoking/vaping and/or we suspect of smoking/vaping and in possession of any smoking/vaping materials. Any sanctions applied will consider the nature, location and frequency of the incident.

Smoking/vaping is not permitted anywhere on the school site.

15.0 Search and Confiscation

The school follows government advice when confiscating items from students which is outlined in the document 'Searching, screening and confiscation. Advice for Headteachers, school staff and governing bodies.' July 2022.

[Searching, Screening and Confiscation \(publishing.service.gov.uk\)](https://publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/103122/Searching_screening_and_confiscation.pdf)

The school can confiscate any electronic items being used inappropriately on the premises such as mobile phones, etc. The school reserves the right to view, confiscate and delete any files deemed to be inappropriate that are brought on to the school site on electronic equipment e.g. photos on a mobile phone. In certain circumstances, we reserve the right to retain electronic data as evidence.

Students wearing any accessories or jewellery which do not follow the school uniform policy can expect to have these items confiscated. Any confiscated item will be logged and available for collection at the end of the school day. Where a student is unable to immediately rectify a uniform issue eg. Hair dye or false nails they will spend time in the lesson removal room until they are able to follow uniform expectations. In all cases parents will be informed and given the opportunity to rectify the issue.

Where students repeatedly fail to follow expectations, they may be asked to hand in items at the beginning of each day to reduce unnecessary time wasting for teachers. Students may also be asked not to bring items to school at all and bag searches used to support this. For repeated incidents of this nature parents will be asked to collect confiscated items. Where items have been previously returned to parents and have been brought again to school, they will be confiscated again and retained until the end of term. Where items are not collected the school will dispose of them at the end of every term.

Students with smoking/vaping materials, including devices and fluid will have these confiscated and destroyed whether they are found to be smoking/vaping or not. They will also be issued with a sanction for bringing such materials on to the school premises. Students will also receive sanctions for smoking/vaping near the school, and if they are recognisable as a School Student on their way to and from school.

In certain instances, items will not be returned to students and will be disposed of by the school according to the guidance in the DfE document as above.

Students must not bring any of the items listed below on to the school premises. The school will automatically confiscate any of the items below and has the power to search students with or without consent. There may also be severe penalties for students with these items, including permanent exclusion. The following are some examples, but not limited to:

- knives or weapons;
- alcohol;
- illegal drugs;
- stolen items;
- tobacco, filters and cigarette papers;
- fireworks;
- pornographic images;
- any article that the member of staff reasonably suspects has been, or is likely to be, used to commit an offence, or to cause personal injury to, or damage to the property of, any person (including the student). This would include: matches, lighters, 'legal highs', and laser pens;
- E-cigarettes/vapes/fluid;
- fizzy drinks;
- energy drinks;
- hot water bottles;
- pictures of staff or students taken without appropriate consent; and
- medication which has not been accounted for under the medication policy.

School staff apply the following protocols when searching for or confiscating items. Searches will only be conducted by authorised staff members.

Search protocol - key points:

- a. Searches should only be carried out by a member of staff of the same sex as the student being searched. There **MUST** always be a witness – wherever possible a member of the same gender as the student.
- b. Always seek to gain consent of students to search their bags and ask them to empty their pockets. If they refuse, then please escort them to a safe place and inform SLT.
- c. Please ask students to empty their own pockets fully and allow you to look through their bag and any coat/jacket pockets.
- d. A metal detection device (non-contact) may be used if deemed appropriate.
- e. Anything found which you believe is inappropriate, regardless of whether it was what was being searched for, should be confiscated.
- f. Parents should be informed of anything found which is inappropriate.
- g. All searches should be logged.

16.0 Use of reasonable force

We will aim to avoid the use of reasonable force and other restrictive interventions unless it is deemed absolutely necessary and the advice to all staff is to seek support and advice in any situation before using reasonable force or other restrictive interventions. However, there may be instances where this is not possible due to the nature of the incident. The school and its staff will always endeavour to resolve situations without reasonable force and other restrictive interventions and to manage any situation calmly. The school follows the guidance below from the DFE: 'Restrictive interventions, including use of reasonable force, in schools' April 2026. Detailed guidance can be found here [Reasonable force and Restrictive Intervention in schools](#).

16.1 Who can use reasonable force

All members of school staff have a legal power to use reasonable force in certain circumstances, these could include but are not limited to:

- Prevent injury to the student or others;
- Preventing a criminal offence;
- Prevent serious damage to property; and
- Maintain good order and discipline among students.

Examples of the above could include but are not limited to:

- Removing a student from an area where they have refused to follow a reasonable request to do so and may harm themselves or others;
- Preventing a student from behaving in a way that disrupts a school event, trip, or visit and may harm themselves or others;
- Preventing a student from leaving/entering a classroom where allowing them to would risk their safety or the safety of others;
- Preventing a student from attacking a member of staff or another student, or stopping a fight; and
- Restraining a student who is at risk of harming themselves.

Unacceptable use of force

School staff will never use force on a student for the purpose of punishment. Students will never be deliberately restrained in a way that affects their airway, breathing or circulation, for example by covering the mouth and/or nose or applying pressure to the neck region or abdomen. The use of force can be dangerous, particularly where it occurs on the ground. If a student is unintentionally held on the ground, staff will release their hold(s) or re-position into a safer alternative or standing position as quickly as possible. Where needed, the student should receive a medical assessment and treatment for any injuries as soon as possible.

17.0 Student conduct outside the school premises

We aim to prepare students for a life beyond education. The school therefore reserves the right to apply all aspects of this policy to students recognisable as a West Exe School student (not just by their uniform) even if they are outside of the school grounds, or outside the usual hours of attendance, or using social media/online activity. What the law allows is laid out in the latest DfE Guidance [Behaviour in Schools](#).

Teachers have a statutory power to discipline students for misbehaving outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives Headteachers a specific statutory power to regulate students' behaviour in these circumstances "to such extent as is reasonable."

The School may apply sanctions to a student for any misbehaviour when the child is:

- taking part in any school-organised or school-related activity;
- travelling to or from school;
- wearing school uniform; and
- in some other way identifiable as a student at the school.

At any time, whether the conditions above apply, that:

- could have repercussions for the orderly running of the school;
- poses a threat to another student or member of the public; or

- could adversely affect the reputation of the school.

The School is committed to ensuring our students act as positive ambassadors for us. We expect the following:

- good order on transport to and from school, educational visits or other placements such as work experience or college courses;
- good behaviour on the way to and from school;
- positive behaviour which does not threaten the health and safety of our students, staff or members of the public;
- reassurance to members of the public about school care and control over students in order to protect the reputation of the school; and
- protection for individual staff and students from harmful conduct by students when not on the school site including online/social media.

The same behaviour expectations for students on the school premises apply to off-site behaviour.

17.1 Sanctions and disciplinary action as a result of poor behaviour off the school premises

Sanctions may be given for poor behaviour off the school premises including online behaviour and use of social media which undermines any of the above expectations and regardless of whether it is an activity supervised directly by school staff. Sanctions may be in the form of detention, lesson removal, suspension or in very serious cases permanent exclusion. In issuing sanctions, the following will be considered:

- the severity of the incident;
- the extent to which the reputation of the school has been affected;
- whether students were directly identifiable as being members of the School;
- the extent to which the behaviour in question would have repercussions for the orderly running of the School and/or might pose a threat to another student or member of staff (e.g. bullying another student or insulting a member of staff);
- whether the misbehaviour was on the way to or from school, outside the school gates or in close proximity to the school; and
- whether the misbehaviour was whilst the students was on work experience, taking part in a course as part of a school program, participating in a sports event (and in any situation where the student is acting as an ambassador for the school) which might affect the chances of opportunities being offered to other students in the future.

18.0 Wilful and Accidental Damage

Our approach is as follows:

- If damage is accidental, providing this is the first incident involving a student, there will be no charge levied.
- If the damage is the result of reckless behaviour, e.g. running inside the building, throwing an object at a peer, etc. the school will levy a charge 50% of the total repair/replacement cost. The maximum charge will not exceed £150. The precise amount levied will depend upon the presence of any mitigating circumstances.
- Students causing accidental damage as a result of reckless behaviour will always be subject to sanctions that include remedial action (where appropriate) and/or detention and/or Lesson removal. Details of the incident will be placed on internal files.

- If the damage is the result of a willful act the school will consider whether there were any mitigating circumstances. Students causing willful damage (graffiti, vandalism, etc.) will face a charge of 100% of the total cost of repair or replacement. The maximum charge will not exceed £500. The precise amount levied will depend upon the presence of any mitigating circumstances.

Students causing wilful damage are likely to be subject to either internal or external exclusion. In every incident of wilful damage (where damage is estimated to cost over £25 to repair) the school may inform the Police. The school and the Police will work together to bring about a satisfactory resolution within the guidelines above. In extreme or repeated circumstances damage may be logged as a crime. The Police may also act as facilitator in acts of restorative justice that might include remedial work or conferencing with parents and other parties. Invoices will be raised by the Finance office and pursued to an appropriate solution. If payment is not forthcoming, a restorative measure of appropriate gravity should be imposed.

19.0 Behaviour of parents/carers

We are passionately committed to building strong and positive relationships between the School and parents and carers. We are grateful for regular feedback from parents via questionnaires at parents' evenings and on a day-to-day basis. Staff emails are made available to allow efficient communication between parents/carers and school. Staff liaise closely with parents to support effective transition into the school.

All members of our School community will do everything they can to support all students, parents and carers, communicating professionally at all times.

The School has a duty to ensure staff work in a positive environment free from any form of harassment or intimidation. To this end the school will take firm action against any parents who behave inappropriately towards the school or any members of staff this includes the use of banning orders or specifying specific mechanisms of communication.

The School deems any form of aggression or threat either physical or verbal, rudeness and malicious accusations as inappropriate, and this includes all forms of communication including emails and social media.

As a response to inappropriate behaviour by a parent/carer the Headteacher may place a temporary ban on a parent entering the school site or specify specific forms of communication to be used, putting in writing the reasons for the ban or details of mechanisms for communication and giving the parent an opportunity to respond. A Governing Body Sub-committee will be convened (consisting of 3 Governors) to review the Head's decision, and parents will be able to share their views in writing but will not be invited to the hearing. The Governors' Hearing will decide if a ban or limitations on communications should remain in place and decide on the appropriate timescale for these, giving a specific date at which they will be reviewed.

20.0 Allegations against staff

The School has a clear Complaints Policy, which is published on its website, and encourages parents/carers to use this as necessary.

The School should not automatically suspend a member of staff who has been accused of misconduct, pending an investigation, but the Headteacher should draw on advice given in 'Dealing with Allegations of Abuse against Teachers and Other Staff' guidance.

Parents and carers should also be aware of the prohibition on reporting or publishing allegations about teachers in section 141F of the Education Act 2002. If parents or carers wish to apply to the court to have reporting restrictions removed, they should seek legal advice. If we are made aware of any inappropriate comments we will report these to the relevant authorities for immediate action to be taken. Publishing allegations should be taken to include publication online or on social media such as Facebook.

All allegations against staff will be investigated in line with the School's relevant policy and all complaints have the potential for consequences for the staff concerned.

20.1 Malicious/false allegations

Where it is concluded that a student has made a malicious allegation against a member of staff the school sanctions will be applied in a way that the school considers to be proportionate to the severity of the allegation made and its potential impact on the member of staff concerned. Mitigating and aggravating factors will be examined closely, for example: the nature of the allegation or length of time for which the allegation was sustained. In some cases it will be appropriate to use restorative justice as a tool for supporting students to understand the consequences of their behaviour. The sanctions for malicious allegations could include lesson removal, internal exclusion, suspension and permanent exclusion.

21.0 Complaints

The school has a complaints procedure. We encourage parents/carers to take any complaints or concerns to a staff member or the Headteacher and the school will do everything within its power to help resolve conflict or complaints swiftly and effectively. For details of the full complaints procedure see our [School Complaints Policy](#). For information on complaints relating to exclusions, see the [School Exclusions Policy](#). **Both of these policies are available to download from our [website](#).**

Lesson Expectations

1. Sit down calmly where you are asked showing you are ready to learn – equipment out and sit up straight in your chair.
2. Listen respectfully (in silence) when others are talking and work in silence when an adult asks you to.
3. Show pride in your learning by always working to the best of your ability and promptly attempting all work set.
4. Show pride in your behaviour by following all reasonable requests and not distracting others.

**Arrive on time, within 4 minutes of the bell -
red card issued to students who arrive after
this**