

# Behaviour and Rewards Policy

## 1.0 St Anne's Behaviour Mantra – Discipline with Dignity

Our core purpose is to nurture all our students in God's image to enable them to develop into the best version of themselves. Our behaviour mantra and principle of practice *'Discipline with Dignity'* means we expect the highest standards of behaviour and conduct from all our students and we will respectfully and compassionately support them in reaching these, so that they make outstanding progress in their learning and personal development. Our behaviour mantra sits within *our school vision: To become an Outstanding Catholic School in ALL we do. We believe we are here to serve the Community and improve the life chances of ALL its students.*

At St Anne's, we believe that our success is achieved as a direct result of high standards and expectations. To facilitate high quality teaching and learning in a calm, safe and purposeful learning environment, we believe that good behaviour must be demonstrated in all aspects of school life, both within and outside the building. This is why St Anne's Discipline with Dignity Behaviour and Rewards Policy is rooted in our six SACRED Values:



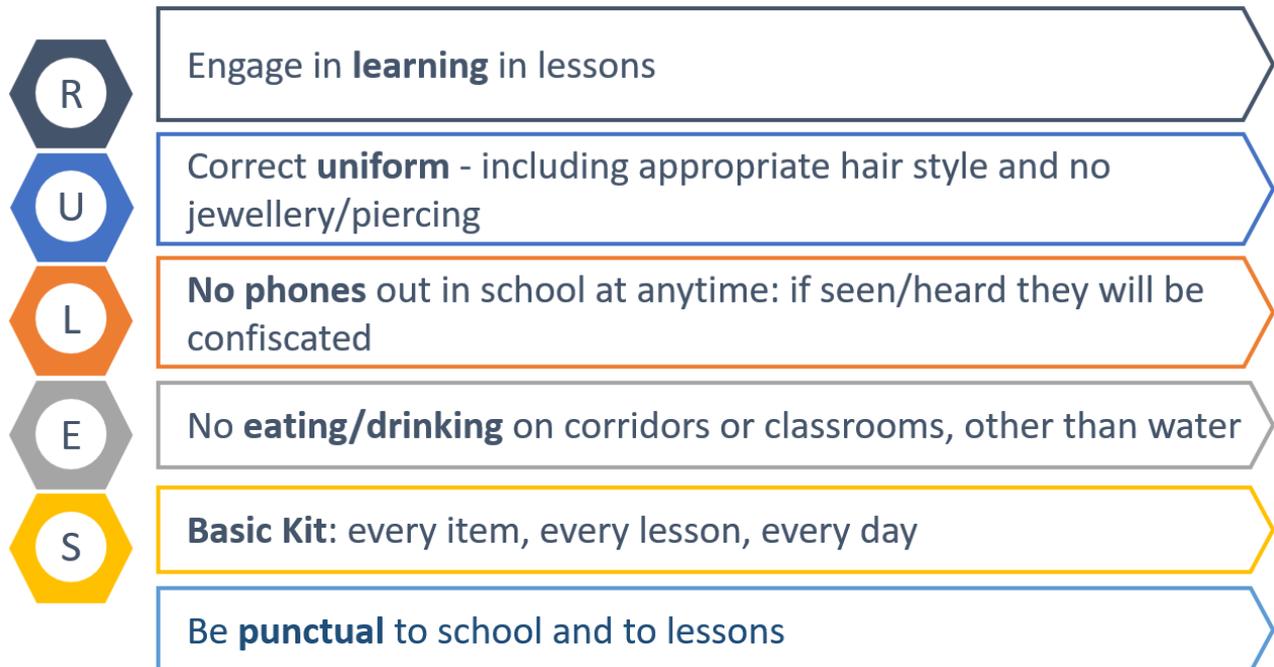
## 2.0 Aims of Policy

To ensure that all members of the St Anne's community:

- Embody our SACRED Values and demonstrate our SACRED Behaviours.
- Uphold our Catholic ethos and mission by adhering to the School Rules.
- Feel confident and safe in and around the school building throughout the day.
- Remember that we: students; staff; parents; governors, are always ambassadors of St. Anne's SACRED Values.
- Understand that promotion of good behaviour and high standards is at the core of our Mission and are the responsibility of everyone.
- Know that sanctions are in place where expectations fall below the expected standard.
- Know, understand and adhere to St Anne's behaviour systems.

### 3.0 School Rules

St Anne's behaviour systems are underpinned by our School Rules. Whether within a lesson, at social times or during lesson changeovers, all students at St Anne's are expected to follow 6 basic School Rules:



**Underpinned by our SACRED Values**

### 4.0 Leadership and Management

The Board of Governors and Executive Headteacher have overall responsibility for the effectiveness and implementation of this behaviour policy:

- The Deputy Head (Pastoral) (SLT) is responsible for overall leadership and management of the behaviour at St Anne's and for reviewing this policy.
- The Behaviour Lead (ELT) is responsible for strategic direction, implementation and reviewing of all behaviour systems.
- Heads of Year are responsible for Attendance and Report monitoring and Pastoral Care for students in their year group/s.
- All staff are responsible for consistently and fairly applying the school behaviour systems and modelling St Anne's SACRED Values.
- Parents/carers should support St Anne's in ensuring the highest standards of student conduct both inside and outside of school.

### 5.0 Behaviour Systems and Routines

The SACRED Values and School Rules underpin the following behaviour systems at St Anne's:

- All teachers will manage classrooms under the *Discipline with Dignity* mantra.
- St Anne's SACRED Behaviours are promoted and practiced in EVERY lesson EVERY day.
- The shared Teacher Toolkit, a bank of effective classroom management strategies, underpins all teachers' practice, and brings consistency to classroom behaviour and expectations.
- Teachers reward and record behaviour incidences using Class Charts which is our primary method of communication with parents/carers.
- New staff are inducted by the Behaviour Lead into all Behaviour routines and systems.
- The Changeover System maintains a calm, safe environment during lessons transitions.
- The Double-bell System supports students with punctuality to lessons.
- One-way Systems of travel during lessons transitions are supervised by staff.

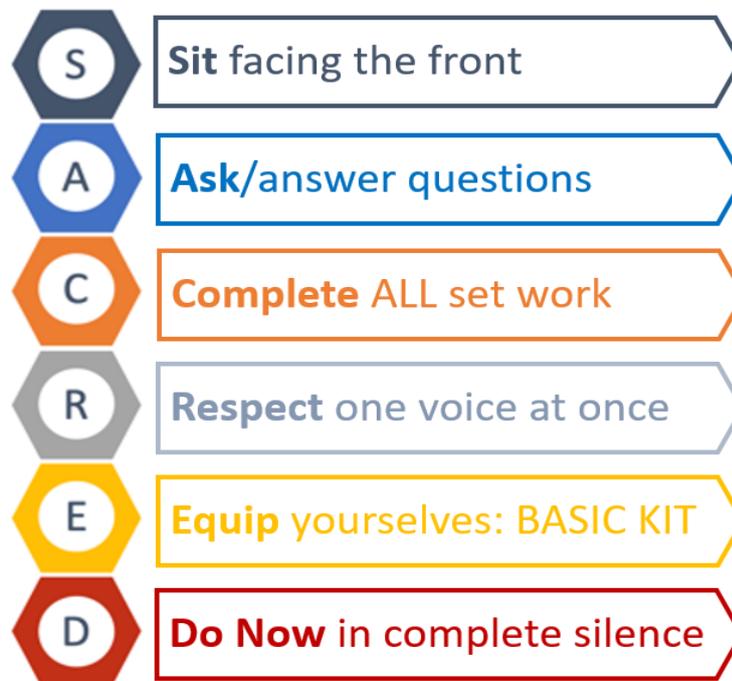


- The SACRED Sanctions System is standardised to ensure detentions are fair and consistent.
- A tiered Rewards System to celebrate student academic achievement.
- Staged Behaviour Reports act as layers of personalised behaviour support for students.
- The school Leadership Team (SLT/ELT) are on 'Walk the School' every lesson to promote and maintain high standards of behaviour across the school.
- The Romero Centre is used to enable students to reflect on their behaviour, and as a centre which offers bespoke and targeted behaviour intervention to support students further.
- Where students may require further support with SEMH, bereavement or trauma-informed behaviours, we offer internal interventions such as Behaviour 4 My Future, Anger Management and Staying In Control. In conjunction with our Pastoral and SEND teams, students could also be referred to external interventions such as Winton's Wish and we can offer access to a counselling service.
- Students on the SEND register must adhere to the same expectations of behaviour, but reasonable adjustments, as well as appropriate interventions, may be considered to respond to the behaviour of SEND students.

## 6.0 St Anne's Classroom SACRED Behaviours for Learning

To promote and ensure a purposeful, thriving classroom learning environment, St Anne's expects, celebrates and rewards students against the SACRED Behaviours. We believe these six simple, specific behaviours make an outstanding St Anne's student in the classroom.

### We expect St Anne's Students to:



## 7.0 Rewards at St Anne's

At St Anne's, to ensure our students become the best versions of themselves, we reward and celebrate them against our SACRED Values and for Academic Achievement. There are three tiers of Rewards at St Anne's.

### Tier 1 – Rewards in Lesson



Class teachers reward pupils with Class Charts points against St Anne’s Sacred Behaviours/Values:

Positive	Negative	On-Report Card	SEN	Safeguarding		
						
Sit facing the front	Ask/Answer questions	Complete ALL Work	Respect one voice at once	Equipped: Basic Kit	Do Now - Silence	SACRED Values

Class teachers may also hand out postcards in lessons for exceptional academic achievement. For KS3, postcards may be awarded for demonstration of exceptional knowledge. For KS4, postcards may be awarded for exceptional attainment against the GCSE subject specification. Students may also be recognised within lessons for exceptional contributions with a Praise Applause for which a postcard will be awarded.



### Tier 2 – Weekly Subject Rewards

Heads of Department ask class teachers to nominate ‘Subject Stars of The Week’ for consistent academic performance across that week. The nominated students within each subject are rewarded with a ‘Jump the Queue Pass’ which gives them and one friend the privileged of not queuing for break and lunch for one full week plus 10 Class Chart points and are presented with a certificate in weekly assemblies.

### Tier 3 – Termly / Yearly Rewards

Students will be required to demonstrate excellent Attendance, Punctuality and Behaviour all term to be eligible for end of terms Rewards Events at Christmas, Easter and Summer. These include free breakfast mornings, movie mornings, trips to Alton Towers or Blackpool. We also celebrate consistent academic excellence across a whole year through our ‘End of Year’ Celebration Evenings.

## 8.0 St Anne’s Detentions – SACRED Sanctions System

Where our SACRED Values, School Rules and Behaviour Systems are broken the SACRED Sanctions System will be applied fairly and consistently.



Inside lessons teachers may:
Issue a 30-minute detention where classroom SACRED Behaviours and/or School Rules are broken. These detentions will be sat at lunch time or after school on the same day. Only in absolutely exceptional circumstances will this be changed.
Call WTS (Walk The School) for a student when/if their behaviour becomes unsafe. <ul style="list-style-type: none"> <li>- WTS will support the student in returning to the lesson as a priority.</li> <li>- Where this cannot happen successfully, the student will be placed in Romero for the remainder of that day until 4pm.</li> </ul>



Outside of lessons duty staff may:
Issue a 60-minute detention where School Rules broken. These detentions will be sat in SC6 the following day.
Isolate a student in Romero if there are reports of child-on-child abuse. This may be necessary to ensure the safety of students and to allow an investigation to take place.
Staff will record reports of Child-on-child abuse on CPOMS under: <input type="checkbox"/> STAGE 1 <input type="checkbox"/> STAGE 2 <input type="checkbox"/> STAGE 3

There are no 'second chances' for missed/skipped detentions. Late to school and Class Teacher detentions will be sat on the same day with the class teacher who issued the detention. A 'Restorative Conversation' will take place during the detention. All detentions are recorded on Class Charts and students and parents will receive a notification of the detention. Where a detention is missed or skipped, the sanction will be taken through the escalation process below:

- Class teacher detention (30-minute detention on the same day)



- SLT detention (60-minute SLT detention on Friday of the same week)



- Automatically becomes an Extended Day in Romero (8:40am-4:00pm)

## 9.0 Punctuality to school

- students are expected to arrive at school by 8.30am for an 8:40am start to the day
- students who arrive late (after 8:40am) will receive a Red Card and a lunchtime detention in SC6 on the same day; students will give a food order at Reception and eat lunch in detention
- all late detentions are sat in SC6 and supervised by Mrs Corser, the Romero Lead
- if a student misses/skips a late detention this will automatically upscale to a one-hour SLT detention on the same night and follow the escalation flow-chart above thereafter.
- more than one missed/skipped detentions of any kind in the same week will automatically become an Extended Day in Romero.

**Notifying Parents:** it is school policy to try to give fair notice for after school detentions. Parents should ensure that they are logged into their Class Charts account to receive notification of their child's detentions, rewards, announcements and homework. The Executive Headteacher and Head of School reserve the right to issue no-notice detentions in specific cases.

**NB.** St Anne's reserves the right to keep a child in detention for upto 1-hour on the same day. Detention dates/times will only be altered when there is a clash of set detentions and/or for pre-booked medical appointments which parents have informed the school of before the detention date. Students must rearrange any after-school extra-curricular events to ensure they can serve any detentions incurred. Detention dates will not be changed on request.

## 10.0 Punctuality to lessons

We promote and monitor our students' punctuality through the Changeover System

- As per the School Rules, students must arrive to all lessons on time. We operate a double-bell as part of our Changeover System where all staff are present and visible on corridors between bells during lesson transitions to support students with their punctuality to lessons.
- Any students who arrive to lessons late without an appropriate reason will be issued with a behaviour point on Class Charts recorded under 'Punctuality-lessons'. Teachers must communicate to students where they have issued a late mark. Two late marks in one day will automatically trigger an after school 60-minute detention in SC6 for the same day.



## 11.0 Removal from lesson

The WTS (Walk The School) System ensures that at least one member of Pastoral or Leadership is visible and walking the corridors each period throughout the entire week as an extra layer of support to maintain our calm climate during lessons. As per the WTS System detailed in the sanction section (p7), if a staff member calls for support, the staff member on WTS duty will attend. A restorative conversation will initially take place quietly at the door between the student and the teacher, with a view to successfully reintegrating the student into the lesson. Removal is a last resort and will only happen, as informed by DFE Guidance for Schools 2024, where a student's behaviour has broken one of these three thresholds:

- Unsafe behaviour/throwing items.
- Verbal abuse/threatening behaviour towards another.
- Persistently stopping the learning of the entire class/lesson.

## 12.0 Be prepared with Basic Kit

In order for students to attend school each day ready for learning, they must bring with them their 'Basic Kit' which is one of our School Rules. This is an expectation of every item, every lesson, every day. Failure to come to school with a full basic kit will result in negative behaviour points and possible detentions. Basic Kit items are 'sold' at Student Services and can be 'purchased' using their rewards points on Class Charts. Student Services is open every day before school. Basic Kit consists of:

- School bag
- 2 Pens (black or blue)
- 1 green pen
- Knowledge Organiser Booklet (provided by school termly)
- Reading Book (KS3 compulsory)
- Pencil
- Rubber
- Ruler
- Pencil case
- Calculator (Casio Scientific)

Basic kit is checked by Heads of Year and Form Tutors each morning.

## 13.0 Behaviour Reports

Some students may require a higher level of support to ensure their behaviour demonstrates the SACRED Values and is consistently within the school rules. Students therefore may be placed on a Behaviour Report. 'Staged' behaviour reports are electronic and recorded on Class Charts. Pastoral staff will place students on report. This decision is discussed at Daily Check-Out and informed by students' behaviour recorded on CC. Relevant staff will then make contact with parents/carers and monitor the report and the child's behaviour for two weeks.

- Stage 1 Report to Form Tutor for a deterioration in behaviour or after returning from first suspension.
- Stage 2 Report to Head of Year or after failing Stage 1 report or after returning from second suspension.
- Stage 3 Report to a member of the Senior Leadership Team or after failing Stage 2 Report or after returning from third suspension.
- Positive Behaviour Report may be used by Heads of Year/Form Tutors to shift a student's focus from poor behaviour to academic success.
- Stage 4 Report to the Deputy Headteacher where a student's behaviour is severely disrupting learning across school or after failing Stage 3 Report.
- Stage 5 Report to Head of School where a student's behaviour puts their place at St Anne's at risk.

## 14.0 Behaviour Support

At St Anne's, we have high expectations for all our students. The Pastoral and Behaviour Teams work closely with the St Joseph's Centre, our SEN provision, in order to provide more bespoke support for students who require help to regulate and modify their behaviour. Interventions and support measures include:



- Pupil Passports – a student-led document created in conjunction with parents/carers and the SEN Team detailing strategies to best support the learning and behaviour of students in lesson – this is attached to the student’s name on the register on Class Charts and used by teachers to inform their classroom practice.
- LSA (Learning Support Assistant) support in lesson.
- Positive Report Card.
- Reasonable adjustments with regards sanctions.
- Emotional Regulation and Anger Management intervention in Romero.
- Speech and Language intervention.
- Social Interaction Club.
- Educational Psychologist and/or CAMHS referrals.

## 15.0 School Uniform

We place great emphasis on the personal presentation of our students and uniform is an integral part of the custom and character of the school. Correct Uniform, including appropriate hair style and no jewellery/piercing is one of St Anne’s School Rules. Our expectation is that students not only wear correct school uniform, but look outstanding when they are doing so. Students are expected to wear full school uniform at all times and ensure they adhere to uniform guidelines set out below:

- It is compulsory that only those items stipulated within the official school uniform are permissible to be worn by our students. The only exception to this is if a student wishes to wear something of religious or cultural importance. In this instance the matter should be discussed with their Head of Year who will make a discretionary decision as to whether the item is appropriate for school.
- Any students wishing to wear a head covering for religious reasons may do so. The colour must be black or blue.
- The uniform policy applies to students attending off-site provision (including trips) and out of hours’ activities unless parents/carers are advised otherwise.
- Outdoor coats MUST be removed on entering the school building. Sports ‘hoodies’, ‘zip-ups’ or similar items are not considered to be an outdoor coat or an item of the school uniform and therefore must be removed and put in bags at the front gate before entering school site.
- Students are not permitted to attend school with any form of pattern shaved into their hair or eyebrows. Extreme haircuts and unnatural colourings to their hair are also not permitted.
- Students must wear black trousers or a black skirt.
- School skirts should be of a suitable length and not ‘rolled up’.
- Students must wear black tights with a skirt.
- Socks must be thin, black ankle socks (worn under the tights where students are wearing a skirt).
- Students are permitted to wear a wrist-watch but other jewellery items are NOT permitted.
- Smart watches are not allowed due to their increased functionality.
- If students arrive to school wearing banned items of jewellery they will have them immediately confiscated and this will be placed in the safe and will only be returned to an adult at school Reception between 8am and 4pm.
- Students displaying make-up/fake tan etc will be asked to remove it and Heads of Year will contact home to ensure this does not happen again.
- If students refuse to remove make-up/fake tan/eyelashes they will be suspended for defiance and breaking St Anne’s school uniform rule.
- All shoes must be black in colour and a ‘proper’ shoe and not a trainer. See images for acceptable footwear. Trainers are not allowed to be worn whilst on school site, other than when playing sports at break or lunch time. They must never be worn during lesson time except in PE Practical sessions.



## 16.0 Mobile Phones, Smart Devices and Headphones

Mobile Phones, Smart Devices (including watches) and headphones are not allowed to be seen or heard on the school site. We understand many parents/carers wish for their child to have a mobile phone on the way to and from school for their personal safety. If this is the case, the phone should be switched off and be placed in a pocket or bag before arriving on the school site. If mobile phones, smart devices or headphones are seen or heard by a member of staff then they will be confiscated with immediate effect, and will only be returned to an adult at school Reception between 8am and 4pm. Reception will be closed outside of these times. If a student refuses to hand over the item they will be suspended for defiance and refusing to follow St Anne's School Rules.

## 17.0 Confiscating Banned Items

Any banned items that are confiscated will be placed in the safe at school reception and can be collected by a parent/carer only at any time between 8.30am and 4pm. Items will not be returned to students. The school does not take responsibility for any lost or stolen 'banned' items brought into school. Students may be sanctioned with an Extended Day in Romero, suspension, or even Permanent Exclusion depending on the banned item brought into school. Banned items are explained below.

## 18.0 Prohibited Items

- Phones (should not be seen/heard during the day)
- Fizzy drinks or energy drinks
- Sharp objects
- Large quantities of food/drink (where we suspect this is being sold to others)
- Objects which emit light/heat, e.g. lighters
- Vapes or any smoking or drug paraphernalia
- Weapons or anything which is designed or capable of causing injury

## 19.0 Dangerous/inappropriate items

St Anne's has a zero tolerance towards any weapons being brought into its premises. This, for example, could be any type of knife. Any child who is suspected of having brought a weapon on to school premises will have their belongings searched. Students who have brought any type of weapon onto school premises are likely to be permanently excluded.

## 20.0 Drugs

We educate our students about the dangers of drugs through our PSHE Curriculum. Any form of drugs, cigarettes, vapes and any associated paraphernalia or dangerous items are banned from school. If a student endangers the welfare of others by bringing drugs or dangerous items onto our school site or if a student is found to be supplying or distributing illegal substances and/or any items deemed to be drug paraphernalia, they are likely to be permanently excluded and the police informed. Students are reminded about this rule throughout the year. Any concerns, that staff and/ or parents have regarding students using drugs outside of school will be referred to the Safeguarding team.

## 21.0 Student Searches

St Anne's RC Voluntary Academy follows the guidance in the Department for Education 2022 report, 'Searching, Screening and Confiscation at School.' This explains the school's legal right to search students when there is a reasonable concern that a student may have a dangerous or banned item. It can be found on the DfE website. Wherever possible a second adult will also be present. Parents will usually be informed if anything is found.

## 22.0 Suspensions (Previously 'Fixed Term Exclusions')

Good behaviour in schools is essential to ensure that all pupils benefit from the opportunities provided by education. The government recognises that school exclusions, managed moves and off-site direction are essential behaviour management tools for headteachers and can be used to establish high standards of behaviour in schools and maintain the safety of school communities (2023). Suspensions will be issued in response to a serious breach or persistent breaches of the school's behaviour policy. These are issued at the Head of School's discretion based on the behaviours exhibited and the evidence available. Once issued, the parent/carer is informed via phone call as well as a letter being sent home with details of the suspension. The student will not be allowed to attend school for a period of between 1 - 5 days. The student and parent/carer must attend a reintegration meeting before the student can return to timetabled lessons. If parent cannot attend this meeting, the student may be required to work in the Romero Centre until a meeting can take place. Students returning to school following a suspension may be placed into the Romero Centre for at least



one day to allow a phased return to mainstream lessons. The reintegration process is explained in detail in the below section.

## 23.0 Student Induction and Reintegration

New students joining St Anne's when beginning in Yr7 will be inducted through communication with primary schools, a Transition Day in July prior to a September start, a welcome evening where students and parents/carers are invited and an induction assembly on their first day. St Anne's SACRED Values, School Rules and Behaviour systems and routines are communicated to students and parents/carers at each of these stages. If a student joins St Anne's via either an in-year transfer or a managed-move from another school, they will meet with their new Head of Year, where the school rules and behaviour expectations will be communicated, and they will be issued with a copy of St Anne's uniform policy. They will also be assigned a 'buddy' – an existing student with the same timetable for the first week who will support them in navigating the building and with general integration into the school day and social times.

If a student is returning from suspension, a statutory reintegration meeting must take place before the student can return to their normal school timetable. If a student has multiple suspensions in one academic year, there is an escalation in which staff member conducts the reintegration meeting beginning with the student's Head of Year and rising to the Executive Headteacher if necessary. An agreement that sits within St Anne's school rules and behaviour policy will be agreed and signed by both school and parents/carers and this will be recorded into necessary school systems and records. Where a meeting cannot take place before or on the student's return date to school following suspension, the student will be placed in Romero until the meeting has taken place. The student can then return to timetabled lessons. To support students returning from suspension, they will be placed on an appropriate Behaviour Report, referred to the Romero Centre for a behaviour intervention or possibly referred to external agencies where school and parent/carer agree this is in the best interests of the child. There may also be other adjustments made to staff practice, especially for students with SEND or other needs, which will be communicated to teaching staff following the reintegration meeting in order to further support the student's return to school.

## 24.0 Managed Moves

A managed-move is where a student attends a different mainstream school with the same borough for an agreed period of time, usually one-half term. This is with a view, where this time attending another school is successful, to a permanent transfer. St Anne's may initiate the process of a managed move where the learning, attainment and behaviour of a student is severely suffering at our school and all interventions and support measures have been unable to support the student in successfully integrating into the school community here at St Anne's. Managed moves will only be initiated if this is in the best interests of the child.

## 25.0 Behaviour Outside of school premises

While wearing St Anne's school uniform and displaying our school logo off-site and in the community, whether this be on a school trip, a sports fixture, a residential trip or simply travelling to and from school, we expect our students to demonstrate our SACRED Values. Where we receive reports of student conduct falling below these expectations in the community, we will define this as bringing the school reputation into disrepute. We will address this behaviour accordingly and will sanction appropriately for this behaviour where appropriate. We expect the same standards of conduct regarding students' use of their mobile phones and social media platforms. Using their phone to capture or harass a member of the public is a serious offence and we will sanction appropriately. More details about expectations around social media use are detailed in the section below.

## 26.0 Misuse of Social Media

Students are regularly educated through the PSHE Curriculum and reminded and informed through assemblies about acceptable use of social media and their responsibilities while online and accessing it. Therefore, it is assumed that any student who is responsible for any type of misuse of social media is fully aware of their actions, even though they may have carried it out when at home or not on a school day. As a school, we will sanction appropriately where our students' use of social media falls below our expectations of brings the school reputation into disrepute. We have a 'Tell Us' page which can be found via a link on the school website where students can report any misuse of social media that they have either been a victim of or they have been witness to. Misuse of social media includes:

- Cyberbullying
- Sexting
- Verbal abuse or sharing of images of any students and/or staff online
- 'Liking' any image or post which causes distress



- Posting any image/message which causes distress
- Posting any image of a person without their knowledge and/or consent
- Posting images and comments which demonstrate or endorse illegal and/or inappropriate activity

## 27.0 Permanent Exclusion

Permanent exclusions will only be used as a last resort, in response to a serious breach or persistent poor behaviour and defiance of the school rules. They are issued because allowing the student to remain in school after the incident would seriously harm the education or welfare of the student or others in the school.

- If a child is at risk of permanent exclusion for persistent breaches of the school's behaviour policy, this will be raised with their parents/carers during meetings or contact home. Options of support to avoid a permanent exclusion will be discussed at these meetings, however when these have been exhausted or when these are no longer suitable then a permanent exclusion may be issued.
- A serious breach of our behaviour policy may involve, drugs, fighting, banned substances/items (including fireworks) and or weapons. This list is not conclusive.

## 28.0 Behaviour Panels

Behaviour panels are formal meetings held with the School's Executive Headteacher or Governors on specific issues in school. If a student is persistently failing to meet our School rules and/or has acted in a way that causes concern, they may be requested to attend a panel to discuss the behaviour or incident. Parents will be invited to these panel meetings in order to discuss the student's future at St Anne's.

## 29.0 Use of alternative provision placements

Where there is the option to use an alternative provision to further support a student's welfare and behaviour, then this will be fully explored. It will be discussed with parents/carers and any relevant external agencies as and when necessary.

## 30.0 Home-School Agreement

Our behaviour policy will work best when it is supported by parents, carers and guardians. In order to create a positive and productive learning environment, we expect all students to follow the behaviour policy. Similarly, we expect parents/carers to support the school's implementation of the policy. We are extremely aware of the need for reasonable adjustments and individual circumstance and therefore it is essential that Home and School operate as a team. If a parent/carer feels we have acted unfairly, we will be happy to discuss this with them privately in a professional and cooperative environment.

## 31.0 Parental Meetings

Everyone who attends a meeting in school is expected to act in a professional and reasonable manner during meetings. Whilst there may be disagreements between parents/carers and staff this must be done in a courteous and respectful way. All parties are expected to act with the best interests of the child. Swearing, intimation, verbal or physical aggression will not be tolerated by St Anne's staff. If this occurs the meeting will end immediately, and parents/carers must leave the school site without delay. They will be contacted via telephone to discuss a way forward; this may involve another meeting when tempers have calmed, or it may involve a ban from the school site for an individual. The school does not allow parents/carers or third parties to record parental meetings. Anyone secretly filming or recording a meeting will be banned from attending the school with immediate effect.

## 32.0 Child-on-Child Abuse

### Bullying

Bullying of any type will not be tolerated at St. Anne's. Bullying may be physical, verbal or of the cyber variety. Allegations of any type of bullying will be fully investigated by either student support officer/ Head of House. Bullying is generally defined as a behaviour that is both 'targeted' and 'repeated'. If it is decided that a student has been bullying another student, including prejudice-based and discriminatory bullying, they will be sanctioned in line with the SACRED Sanctions and suspensions systems. A record of any bullying behaviours is kept on the school's safeguarding system (CPOMs) so as sanctions and interventions can be put into place appropriately.



## Sexual Harassment

Sexual harassment of any kind will not be tolerated at St. Anne's. This includes all 'Non – contact' and 'Contact' forms as outlined by the 'Review of Sexual abuse' Ofsted June 2021. Allegations of sexual harassment will be fully investigated by either HOH/SLT. If it is decided that a student has participated in any form of sexual harassment, they will be sanctioned accordingly. HOH/ SLT will determine whether the student will be placed in seclusion and liaise with the Headteacher with regards to whether a fixed term exclusion is required. In some instances, the student may be at risk of permanent exclusion. Additional guidance can be found in the 'Sexual Harassment Policy 2021'.

## Homophobia

Homophobia is a hate crime and will not be tolerated at St. Anne's. Allegations of homophobia will fully be investigated by either HOH/ SLT. If it is decided that a student has made homophobic comments or who is found to be promoting any type of homophobic bullying, they will be seriously sanctioned. This may result in a fixed term exclusion and possibly a permanent exclusion.

## Care and Control

In very rare instances, staff may be required to use restraint techniques to ensure the safety of both staff and students. The school's DSL (Designated Safeguarding Lead) is fully up-to-date with all training and guidance on such incidences and all staff are regularly trained and informed via the latest safeguarding updates through KCSiE training (Keeping Children Safe in Education).

## Racism

Racism is a hate crime and will not be tolerated at St. Anne's. Allegations of racism will fully be investigated by either HOH/ SLT. If it is decided that a student has made racist comments or who is found to be promoting any type of racist bullying, they will be seriously sanctioned. This may result in a fixed term exclusion and possibly a permanent exclusion.

### 33.0 Malicious Allegations

Any allegation of wrongdoing will be investigated using the 'Managing Allegations of Staff' policy. If a student is found to have made a malicious allegation against a member of staff, then the parents/carers of the students will be invited to a meeting to discuss the details leading up to it. Isolation in the Romero Centre or suspensions will be used as sanctions for malicious allegations, however where staff agree, restorative meetings will take place. Decisions will be made by the Headteacher once they have considered issues of severity, previous similar behaviours and safeguarding.

