

The Harefield Academy - Ladder of Consequence – July 2018

During lessons and Cover Lessons		During Tutor Time and Outside of the classroom/social times			
C1	Poor behaviour in class, e.g. talking, off task, interrupting others, eating or chewing in class, not following instructions, disrupting the learning environment. Warning 1 – staff member to write the name of student on the board.	Subject Teacher	All Staff	Incorrect uniform, inappropriate behaviour, eating or chewing gum on first or second floor, energy drinks, running in the corridors, queue jumping, dropping litter (3 x referral slip for litter will lead to SI). Referral slip – staff member must challenge the behaviour of the student and issue them with a referral slip (referral slip boxes in the staff room).	Referral Slip
	C2				
C3	Failure to respond to C2 behaviour or persistent failure to follow staff instructions in the lesson. Breach of health and safety. No homework. Rudeness to staff, including swearing. Lack of preparation for lesson: incorrect uniform; no lanyard; incorrect/no PE kit; use of/visible mobile phone and headphones. C3 supersedes C2. Staff member to give student a detention slip, log detention on Class Charts (at the end of the lesson) and visit student in detention to ensure restorative conversation takes place.			Anti-social behaviour: including swearing; failure to pick up litter. Failure to follow staff instructions. Staff member to give student a detention slip, log detention on Class Charts and visit student in detention to ensure restorative conversation takes place.	C3
C4	Persistent refusal of staff instructions in the lesson and failure to respond to C3. Persistent disruption to the learning environment. Leaving the lesson without permission and not returning/truancy from lesson. C4 supersedes C3; C4 is the final stage in class, escalations to C5+ for persistent rule breaking over time to be referred via SLT link using the C5+ Flow Chart. Removal from class to shadow timetable (school policy on C4 actions outlined in C4 desktop button), log on Class Charts and HOD/DOL liaison.	DOL/Subject Teacher	Student Manager	Extreme anti-social behaviour: play fighting; other inappropriate physical contact; 3 x referral slips; use of/visible mobile phone or headphones (staff member to confiscate item/s). Removal or truancy from tutor time. Staff member to inform student of sanction and contact home. SI referral via HOY/SM: student to be socially isolated during break and/or lunchtime.	C4
C5	Persistent C4 behaviour, defiance, vandalism, or intentional damage to school equipment. Persistent truancy, walking away from members of staff, swearing at or about any member of staff, refusal to hand over prohibited items, behaviour likely to incite disorderly conduct in school including inappropriate expression of extremist or offensive views (homophobic/transphobic language, racist slur, sexism or any other offensive comments). Failure to meet the agreed terms of the Learning Contract.	HOY/SM	HOY/SM	Persistent poor behaviour at social times, acts of physical aggression, threats and/or violence, bullying. Behaviour likely to incite disorderly conduct in school including inappropriate expression of extremist or offensive views (homophobic/transphobic language, racist slur, sexism or any other offensive comments). Failure to hand over prohibited items. Persistent or extreme littering. Breaching of rules that leads to damage to school property.	C5
Referral to HOY & SM: RRR/SLT isolation/PSP/ External agency involvement/PLT report					
C6	Failure to respond to C5, theft, violent conduct whether provoked or not/persistent bullying/intimidation/inappropriate sexual behaviour (maybe C7, at the discretion of SLT). Verbal abuse of staff, swearing at or about another member of staff, intimidating behaviour towards staff, prejudice based bullying, bringing The Academy in to disrepute (smoking, fighting, antisocial behaviour in the community, on public transport, travelling to and from school or at any time whilst wearing school uniform and poor behaviour in sporting fixtures, trips and visits) and incidences of extreme non-compliance. Possession of banned substances e.g. alcohol or drugs.				C6
Referral to SLT: Fixed term exclusion/ extended isolation/managed move/placement at off-site provision					
C7	Persistent failure to comply with The Academy Behaviour for Learning Policy, putting a member of staff or student at risk, violent conduct (unprovoked, premeditated or arranged) towards staff or students, possession or distribution of prohibited items or illegal substances, persistent bullying, serious assault, putting the health and safety of The Academy community at risk (inside or outside school), possession of an offensive weapon, possession of banned substances e.g. alcohol or drugs any behaviour that is in serious breach of The Academy's Behaviour for Learning Policy and deemed serious enough by the Headteacher.				C7
Referral to the Headteacher: Fixed term exclusion/permanent exclusion					