

The Harefield Academy – Ladder of Consequence – September 2020

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, not following instructions, disrupting the learning environment, eating/chewing. Warning 1 – staff member to write the name of student on the board.	Classroom Staff Member	All Staff	Failure to follow staff instructions, inappropriate conduct, anti-social, or unsafe behaviour in the corridor. Can include, but is not limited to: <ul style="list-style-type: none"> • Refusal to follow one-way system • Being out of bounds • Running • Not keeping a safe distance from student/staff • Queue jumping • Accessing the lift • Eating on first or second floor • Dropping litter • Anti-social behaviour or language • Visible mobile phone, headphones or banned drinks (member of staff to confiscate). 	C3	
	C2					Failure to respond to C1; subsequent poor behaviour in class. Not keeping a safe distance from student/staff member. Late to lesson or late to Tutor Time (X 3 lates in a term will lead to a detention). Warning 2 – staff member to upscale name on board and log on Class Charts (at the end of the lesson).
	C3					Failure to respond to C2; persistent failure to follow staff instructions in class. Breach of health and safety expectations. No homework. Rudeness to staff, including swearing. Lack of preparation; failure to bring in correct equipment for learning (X 3 referrals in a term will lead to a C5 sanction). Incorrect/no PE kit. Incorrect uniform; no lanyard (if no lanyard slip). Visible mobile phone, headphones or banned drinks (member of staff to confiscate and hand to Reception). C3 supersedes C2. Staff member to upscale name on board, log detention on Class Charts (at the end of the lesson) and speak to student before the next lesson to ensure restorative conversation takes place.
C4	Failure to respond to C3; persistent refusal to follow staff instructions disruption to the learning environment. Leaving the lesson without permission and not returning/truancy from lesson. Escalated breach of Health and Safety (including removal of signage). C4 supersedes C3; C4 is the final stage in class. Removal from class to shadow timetable (school policy on C4 actions outlined in C4 desktop button), log on Class Charts, liaise with HOD/DOL and contact home. More than one C4 in a day may result in escalation to same day C5 sanction (RRR/SLT Isolation).	HOD/DOL Teacher	HOY/SM	Extreme anti-social behaviour and breach of Health and Safety: play fighting; other inappropriate physical contact; persistent refusal to follow staff instructions; persistent littering; truanting Tutor Time. Staff member/s to follow LR Flowchart for specific referral pathway and contact home.	LR	
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 (trans/homophobic language, racist slur, sexism or any other offensive comments). Failure to meet the agreed terms of the Learning Contract. Staff member/s to follow C5+ Flowchart for specific referral pathway, in liaison with HOD/DOL & SLT link.	HOD/DOL/Teacher	HOY/SM	Persistent anti-social behaviour and breach of Health and Safety: defying one-way system in the corridor, 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 (trans/homophobic language, racist slur, sexism or any other offensive comments). Breaching of rules that leads to damage to school property. Refusal to hand over visible mobile phone, headphones, banned drinks Staff member/s to follow C5+ Flowchart for specific referral pathway, in liaison with HOY/SM	C5	
Referral to SLT: RRR/SLT isolation/PSP/ External agency involvement/PLT report						
C6	Failure to respond to C5; extreme, persistent, non-compliance. Possession of banned substances e.g. alcohol or drugs. Theft, violent conduct whether provoked or not/persistent bullying/intimidation/inappropriate sexual behaviour, verbal abuse 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. Putting a member of staff, student, or health and safety of The Academy at risk. May lead to C7, at the discretion of SLT. Referral to SLT: Fixed term exclusion/ extended isolation/managed move/placement at off-site provision/Governing Body referral				C6	
C7	Persistent failure to comply with The Academy Behaviour for Learning Policy, putting a member of staff, student, or health and safety of The Academy at risk, violent conduct towards staff or students, possession or distribution of prohibited items or illegal substances, persistent bullying, serious assault, 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. Referral to the Headteacher: Fixed term exclusion/permanent exclusion				C7	