Behaviour POLICY 2025-26

FRONTIER

LEARNING TRUST

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Behaviour Policy:

1. Introduction

Frontier Learning Trust (FLT) is proud to foster a positive and thriving community. We are committed to providing the best possible learning experience for all students by setting clear, high, and consistent standards of behaviour. The Trust is a welcoming, diverse, and supportive environment. Our students are typically mature and considerate, and they contribute to this community by displaying exemplary conduct.

2. Purpose

- To establish and maintain a culture rooted in the Student Code of Conduct, promoting respect for individuals and diverse perspectives.
- To ensure a consistent approach to maintaining student discipline across the Trust.
- To ensure timely and proportionate responses to breaches of conduct.
- To promote shared responsibility for behaviour management among all staff.
- To provide a clear disciplinary framework for students, parents/carers, and staff, including suspensions and exclusions.

3. Scope

This policy aligns with and supports:

- The Student Code of Conduct
- The Trust's mission and values
- The Academic Support Policy
- Student Welfare Policies (including Safeguarding and SEND)
- Other relevant FLT policies and procedures
- The principles of natural justice

4. Implementation

4.1 This policy must comply with:

- Current legislation
- The roles of parents/carers
- External stakeholders (e.g. employers)
- Student-specific circumstances (e.g. EHCPs, LAC status, long-term conditions)

4.2 Students receive the Code of Conduct upon enrolment and are guided on accessing Trust policies during induction.

4.3 Within the first six weeks of the academic year, the Trust may expedite disciplinary procedures.

4.4 The Trust may refer matters to the police where appropriate or where legally required.

5. Examples of Breaches (Non-Exhaustive)

Examples of behaviour that may lead to disciplinary action:

- Violence or threats of violence
- Harassment, victimisation, or discrimination on any protected or socio-economic ground
- Possession of offensive weapons
- Sexual misconduct, including online sexual harassment
- Peer-on-peer abuse
- Abusive or offensive language (verbal, written, or online)
- Bullying and harassment
- Conduct endangering health and safety
- Possession or influence of drugs or alcohol
- Vaping or smoking on site
- Theft or fraud
- Vandalism
- Inciting violence or hate
- Actions bringing the Trsut into disrepute

6. Responsibilities

6.1 All staff are responsible for maintaining behaviour in communal areas.
6.2 Tutors and teachers manage classroom behaviour and escalate serious concerns to the Head of Year.
6.3 Students must confirm they understand the Code of Conduct during induction.

7. Disciplinary Stages

There are three stages to the Trust Disciplinary Procedure. The procedures will begin at the stage appropriate to the seriousness of the breach:

Stage 1: Minor behavioural breaches

- Warning issued and logged on the pastoral notification system.
- Meeting held with tutor and parents notified via Dashboard.

Stage 2: Serious behavioural breaches or repeat incidents

- Formal meeting with Head of Year and (where appropriate) parents/carers.

Stage 3: Suspension

- Short Suspension (up to 5 days): Issued following a more serious behavioural breach or continued poor behaviour. Reintegration meeting with Principal or Head Teacher/SLT member and Head of Year required.
- Extended Suspension (5+ days): Issued for a behaviour breech considered to be gross misconduct or repeated serious behaviour breaches. Disciplinary Panel Hearing required.

Professional judgment should always be used. Staff should consult the Principal, Head/Deputy Head ,Assistant Principal Student Services (APSS) or Head of Student Progress and Tutoring (HST) for consistency.

8. Suspension and Disciplinary Hearings

Suspension

- Suspension may be authorised by the Head of Year, HSP, or a member of SLT.
- Parents/carers of students under 18 will be informed promptly.
- Suspension allows time to investigate and prepare for disciplinary meetings.
- Suspension allows time for the student to reflect on their behaviour.
- Suspension may be extended or escalated depending on circumstances.
- The decision must be lawful, rational, reasonable, fair and proportionate.

During a suspension, students may:

- Access and submit work
- Attend interviews or exams (at the Trust' discretion)

Reintegration Meeting

Trigger: Stage 3 short suspension

- A meeting will be arranged with the Principal/SLT and HoY/HSP to discuss the behaviour breach.
- Right to be accompanied by a relative (not legal/professional representative)

Possible Outcomes:

- Extended suspension may be needed to allow for further reflection or investigation
- Immediate return to college with or without conditions
- Further breaches likely result in suspension and disciplinary panel hearing

Disciplinary Panel Hearing

Trigger: Stage 3 suspensions of 5+ days.

Notification:

- Student receives written notice to attend hearing. (3-5 days notice will be given)
- Details of behaviour breach and any supporting evidence will be included
- Students have the right to be accompanied by a relative (not legal/professional representative)
- Clerk to Trustees minutes the meeting
- Information will be given about potential outcomes:
    - No case to answer
    - Permanent Exclusion
    - Return to college with conditions (e.g. contract etc.)
    - Further breaches likely result in exclusion

- When reaching the decision to exclude a child, the panel must apply the civil standard of proof, i.e. 'on the balance of probabilities', which means it is more likely than not that a fact is true.

Hearing Structure:

- Panel of 3 staff members (including Principal)
- Case presented by Head of Year, HSP or APSS
- Student may respond and present evidence
- Both parties may ask questions
- Final comments will be heard
- Decision will be communicated in writing within 5 College working days
- Clerk to Trustees minutes the meeting

Formal Disciplinary Panel Hearing Appeals

Appeal Conditions:

- Must be submitted in writing by the students within 10 working days of written outcome from the panel hearing
- Must state reasons for the appeal
- Outcome communicated within 14 college working days

Appeal Hearing Procedure:

- Panel comprised of Governors and/or Trustees
- Student will be asked to present their grounds of appeal and their case
- Chair will ask questions
- Student can respond and then answer any questions from the panel
- Chair of original panel may be present for questions
- Final comments made to the panel by the student
- Outcome communicated within 14 working days

9. Searches and Use of Reasonable Force

All staff have a statutory power to search students or their possessions, with consent from the student, where they have reasonable grounds for suspecting that the student may have a prohibited item.

Prohibited items are:

- knives or weapons
- alcohol
- illegal drugs
- stolen items
- fireworks or any other explosives

- 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).

Conducting a Search

Searches with consent:

- Should be conducted by two staff (one same sex where possible)
- Student must be informed of the reason and process
- Limited to outer clothing and possessions
- Same-sex staff member must conduct the search with a witness (unless urgent risk applies)
- Strip searches are not permitted by school staff. If required, they must be carried out by police under appropriate legal safeguards.

Searches without consent:

The **Principal**, Head Teacher, Deputy Head, **members of the Senior Leadership Team (SLT)**, **HoSP**, **HoYs** and **safeguarding officers** have a **statutory power** to search students or their possessions, **without consent**, where they have **reasonable grounds** to suspect that the student is in possession of a prohibited item.

All searches must:

- Be conducted by two staff (one same sex where possible)
- Be respectful and private
- Be logged on the pastoral Dashboard

Additional Safeguards

- If there is **suspicion of a weapon**, **the police must be contacted immediately**.
- Staff should **never put themselves at risk** when suspecting a student has a dangerous item.
- Any concerns should be escalated promptly through the appropriate **safeguarding or SLT channel**.

10. Use of Reasonable Force:

On rare occasions staff may need to use physical intervention to restrain a student. The Trust seeks to avoid physical contact to restrain or control a student and staff should consider whether there are reasonable alternative ways to manage a situation and achieve the desired outcome, as outlined below. Staff should never use physical contact simply to exert their authority in a situation but may use reasonable force if a student is, in the judgement of the staff present, at risk of causing harm to others or to themselves or for any of the other reasons discussed below.

Reasonable force may be used only as a last resort, and only to:

- Prevent a student from causing harm to themselves or others
- Prevent damage to property
- Maintain safety and order in an emergency

Force must never be used to enforce compliance with instructions, punish behaviour, or in response to verbal confrontation alone. The degree of force used must always be the minimum necessary and for the shortest duration possible.

Staff must consider whether the student has an underlying condition, disability, or trauma history that may affect how they respond to physical intervention. In all cases, staff must act in line with the Trust's safeguarding policies and the law.

11. Student Voice and Equality

The Trust recognises that respectful treatment of students is essential to maintaining a safe and inclusive learning environment. Every student has the right to be treated with dignity and to have their voice heard. In situations involving searches or restraint, staff must be alert to the emotional and psychological impact on the student.

All students will be informed of their rights and responsibilities regarding searches and personal safety. Opportunities to raise concerns or provide feedback will be offered following any such incident.

The Trust takes particular care when working with students who are vulnerable due to age, SEND, mental health needs, or experiences of trauma. These students may require a differentiated approach to ensure their rights and needs are respected.

12. Recording and Review

All incidents involving search or restraint must be recorded in writing on the Students' pastoral log. These records must be reviewed by a senior leader and followed up where necessary, including with the student, their parent or carer (where appropriate), and external agencies.

Regular audits of records will be carried out to identify patterns, ensure compliance, and inform ongoing staff development and safeguarding practice.

13. Monitoring and Review

This policy will be reviewed every two years, or sooner if changes in legislation, guidance, or college procedures require it.