

Teacher/Faculty ACTIONS

When **Values** and **Expectations** are not met, teachers will need to follow the **T1, T2 and T3** process to intervene.

Stage	Behaviour (Examples)	Action (Suggested)
T1	<u>Low Level Behaviour</u> Off task, talking while the teacher is talking, distracting others, incorrect equipment, lateness, insufficient work.	<ol style="list-style-type: none"> 1. Silent non-verbal: hand signal, eye contact, facial expression, shake head, sharp pause 2. Unnamed: 'We're tracking. Just waiting for 100%. We need one person ... and 100%.' 3. Named: 'David, we listen so we can learn. Thank you.'
T2	<u>Persistent</u> T1 Behaviour	Short detention, seating plan change (temporary or permanent), sent out for discussion (few minutes) (TO BE RECORDED ON SIMS)
T3	Failure to respond to T2 Action	Faculty Lunchtime Detention/Phone call Home (TO BE RECORDED ON SIMS)

FOR MORE SERIOUS INCIDENTS, SEVERE DISRUPTION OR T1-T3 BEHAVIOURS ESCALATE, ON CALL WILL BE REQUIRED (See On Call Process)

Teacher/Faculty Sanction Flow

1. **Teacher Action 1 (T1)**



2. **Teacher Action 2 (T2)**



3. **Teacher Action 3 (T3)**



4. **Whole School Afterschool Detention**



5. **Morning Inclusion - Plus the missed afterschool**



6. **ALL Day Isolation**



7. **12-4**



8. **Fixed Term Exclusion**

For students who regularly go through **stages 1-4** within Faculties, the following is suggested:

- **Learning Directed to Post 16 Parking**
- **Faculty Report**

For students who find themselves in multiple detentions across a number of Faculties, one or more of the following actions will be implemented:

- **MLT/SLT Report**
- **HOY Parental Meeting**
- **Behaviour Contract**

Incidents/Detentions from **T2** should be recorded on **SIMS**. Recording of these incidents and contacting home is actioned by MLT staff **after stage 3**

Teacher/Faculty REWARDS

When **Values** and **Expectations** are met, Teachers will need to follow the **R1, R2 and R3** process to intervene.

Stage	Behaviour (Examples)	Action (Suggested)
R1	On task, helping others, setting a good example	Verbal Praise
R2	Producing excellent work, making good progress across a lesson, good verbal contribution	Stickers/Stamp in books, Teachers own system (e.g. Raffle Tickets/Name on Board). At KS3 a House Point may be awarded as well.
R3	Regular achievements at R1 and R2 level Outstanding (Beautiful Work)	House Point/R3 Reward. Supported by a postcard/phone call home (TO BE RECORDED ON SIMS)

FOR MORE AMAZING EXAMPLES OF EXCEEDING OUR VALUES AND EXPECTATIONS PLEASE CONTACT THE HOY

Teacher/Faculty Rewards Flow

1. **Teacher Reward 1 (R1)**



2. **Teacher Reward 2 (R2)**



3. **Teacher Reward 3 (R3)**



4. **Celebration Assembly (Recognition by HOF)**



5. **Recognition by HOY**



6. **Recognition by Head of School**



7. **Whole School Celebration Awards**

For students who find themselves achieving multiple rewards across a number of Faculties, one or more of the following actions will be implemented:

- **HOY Lunch**
- **Rewarded at Assembly**
- **Telephone call home**

For students who regularly go through **stages 1-3** within Faculties, the following is suggested:

- **Postcard Home**
- **Telephone call home**

Incidents/Rewards from **Stage 3** should be recorded on **SIMS**. Recording of these incidents and contacting home passes onto MLT staff **after stage 4**