

Annex 3 The Wordsley School Consequence Ladder

The consequence ladder below is used as a guide only and the context of each situation will be taken into account. Importantly, pupil cooperation throughout any discussion/investigation process will be considered in a favourable light when making decisions regarding consequences.

Level of Consequence	Consequence issued	Who issues the consequence?	Reason	Communication
C1	Least invasive techniques used. Reminder given.	All teaching staff	<ul style="list-style-type: none"> Low-level disruption during a lesson e.g. talking, off-task behaviour etc. 	<ul style="list-style-type: none"> Verbal communication to the pupil.
C2	Student given final warning. Teacher may ask to move seat or step outside (as appropriate) to reset/de-escalate behaviour.	All teaching staff	<ul style="list-style-type: none"> Low-level disruption during a lesson, e.g. talking, off-task behaviour etc. (repeat offence) 	<ul style="list-style-type: none"> Verbal communication to the pupil. Record negative C2 on Class Charts.
	Confiscation of device (to be collected by parent/carer after 3:05pm the same day)	All staff	<ul style="list-style-type: none"> Mobile phone or smart watch, visible, heard (or evidence thereof) whilst on the school site. 	<ul style="list-style-type: none"> Verbal communication to the pupil. Record as negative C2 on Class Charts. Parents/Carers informed through Class Charts notification.
C3	Removal from Lesson After school same day detention (15mins per offence – Maximum of 30mins)	All teaching staff	<ul style="list-style-type: none"> Repeated low-level disruption during a lesson. No improvement despite warnings. 	<ul style="list-style-type: none"> Verbal communication to the pupil. Negative C3 and detention issued on Class Charts. Parents/Carers informed of detention through Class Charts notification.

<p>C4</p>	<p>Same day SLT detention (After school, until 3:50pm, held every day)</p>	<p>SLT HoH</p>	<ul style="list-style-type: none"> • Refusal or abuse of staff • Anti-social behaviour e.g. present at or inciting a fight. • Inappropriate behaviour towards another pupil • Internal truancy • Rudeness to staff/visitor • Misuse of school technology • Caught vaping/smoking or caught in possession. • Absent from a lesson without a valid reason • Vandalism • Bullying (1st offence) • Failure to attend C3 detention 	<ul style="list-style-type: none"> • Verbal communication to the pupil. • Negative C4 and detention issued on Class Charts. • Parents/Carers informed of detention through Class Charts notification.
<p>C5</p>	<p>Isolation from lessons and social time</p>	<p>SLT</p>	<ul style="list-style-type: none"> • C3 occurs more than twice in one day. • Inappropriate behaviour towards another pupil(s) (high-level) • Rudeness to staff/visitor (high-level) • Bringing the school into disrepute • Repeated internal truancy • Misuse of school technology (high-level) • Repeated bullying • Refusal to be searched • Serious vandalism (costs of repair to be sought from Parent/Carer) • Caught in possession of a vape/e-cigarette (2nd offence) • Failure to attend C3 or C4 detention • Other sanction (approved by SLT) 	<ul style="list-style-type: none"> • Verbal communication to the pupil. • Negative C5 and detention issued on Class Charts. • PSL to notify Parent/Carer. • Follow up call by CAL/HoH or SLT as appropriate.

<p>C6</p>	<p>Suspension (1 to 45 days)</p>	<p>Head/ Acting Head</p>	<ul style="list-style-type: none"> • Abusive language directed towards a member of staff • Serious defiance of a member of SLT • Inappropriate behaviour towards another pupil(s) (high-level) • Serious misuse of school technology • Action that endangers pupils/staff/visitors • Theft • Malicious accusation against a member of staff • Serious misuse of school technology • Repeated Bullying • Caught in possession of a vape/e-cigarette 	<ul style="list-style-type: none"> • Verbal notification to parent/carer from PSL/SLT. • Letter to parent/carer from Headteacher. • Re-admission meeting with Parent/Carer, pupil, SLT and HoH as appropriate.
<p>C7</p>	<p>Permanent Exclusion</p>	<p>Headteacher</p>	<ul style="list-style-type: none"> • A serious breach of the School Behaviour Policy (*) • Persistent breaches of the School Behaviour Policy <p>(*) Below is a non-exhaustive list of what would constitute a serious breach:</p> <ul style="list-style-type: none"> ➤ Criminal behaviour ➤ Serious violence against another pupil ➤ Possession of an offensive weapon ➤ Possession of illegal drugs ➤ Possession of alcohol ➤ Physical assault on a member of staff 	<ul style="list-style-type: none"> • Verbal notification to parent/carer from Headteacher. • Letter to parent/carer from Headteacher.