

St. Anne's College Grammar School

Behaviour and Exclusions Policy

1. Policy Statement

SACGS promotes a positive, respectful, and safe learning environment. Our approach is restorative, not punitive — we do not use detentions or traditional sanctions. Pupils are encouraged to take responsibility for their actions, repair harm, and rebuild relationships. Exclusion is rare and only used where behaviour poses a serious risk to safety or undermines the integrity of the school community.

2. Aims

- Promote positive behaviour and relationships based on mutual respect.
- Support pupils in developing self-regulation, empathy, and accountability.
- Resolve conflict through restorative dialogue and mediation.
- Protect pupils and staff from violence, abuse, or unsafe conduct.

3. Restorative Practice

SACGS is committed to restorative practice, built around the principles of respect, repair, responsibility, and reintegration. Staff use restorative strategies to address conflict and poor behaviour, which include:

- Restorative conversations between staff and pupils.
- Peer mediation where appropriate.
- Circle time, restorative meetings, and reflection activities.

All staff are trained in restorative techniques to ensure consistency across the school.

4. Prohibited Approaches

SACGS does not use detentions, punitive sanctions, or isolation booths. Consequences focus on restoration, learning, and support, not punishment.

5. Escalation and Support

Where restorative measures alone are insufficient, additional support may be put in place, which can include:

- Pupil Support Plans.

- SEND referral and assessment.
- Pastoral or counselling input.
- Parental meetings and co-designed strategies.

6. Exclusion Policy

Exclusion (temporary or permanent) is a last resort and may only be used in the following circumstances:

- Violent behaviour which poses a risk to pupils or staff.
- Abusive behaviour (verbal, physical, or online) towards staff, pupils, or others.
- Conduct of parents where behaviour is abusive, threatening, or undermines the safety or welfare of the school community.

Principles:

- All exclusions must be authorised by the Proprietor/Principal.
- Parents will receive written notification of the exclusion, reasons, and right to representation.
- A reintegration/restorative meeting will take place before a pupil returns from a temporary exclusion.
- Permanent exclusion will only be considered where safety cannot otherwise be assured.

7. Recording and Monitoring

All serious behaviour incidents and exclusions are logged. The Proprietor monitors behaviour and exclusions termly to ensure consistency and fairness. Data is reviewed to evaluate practice and inform staff CPD.

8. Complaints

Complaints relating to behaviour or exclusion are managed under the SACGS Complaints Policy.