

St George's School

	Expectations & Behaviour Policy	
	Committee: Students and Staff Committee	
	Co-ordinator : Mr M Tookey	
	Last Reviewed : Summer 2025	Next Review : Summer 2028
	Policy links to: • Anti-Bullying Policy • Behaviour Management Policy • DfE: Keeping Children Safe in Education • Drug & Substance Abuse Policy • Home School Expectations • Information Security, Online Safety and Data Protection Policy • Rewards & Consequences Policy • Safeguarding & Child Protection Policy • Suspension & Exclusion Policy • Uniform & Appearance Policy	

Introduction

At St George's, we are proud of the excellent behaviour and positive attitude to learning shown by our students. This is underpinned by our high and consistent expectations of student conduct, which are clearly communicated and upheld across the school. Students understand both the standards we expect and the consequences of falling short of them. In turn, positive behaviours - including good work, effort, manners, and conduct - are regularly recognised through praise and a range of rewards, as detailed in our separate Rewards & Consequence Policy.

As the Sermon on the Mount encourages us, we aim for everyone in our community to "let your light shine before others, that they may see your good deeds and glorify your Father in heaven." This vision inspires our approach to behaviour: that each young person at St George's would grow with character, integrity, and responsibility.

This policy outlines the agreed approach to discipline within the school, as endorsed by the Governing Body, and sets out the likely responses to a range of conduct-related issues. While not every eventuality can be anticipated, the Headteacher and senior staff are empowered to exercise reasonable discretion in addressing situations as they arise.

As explained in the Rewards & Consequences Policy, the school uses a clear and progressive ladder of responses. Students should expect that repeated misconduct will result in increasingly serious sanctions, supporting them to reflect, take responsibility, and make better choices moving forward.

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St George's students are expected to Aim Higher and be obviously...	
Positive: • To strive to be optimistic and resilient. • To help others. • To complete classwork and homework to the best of their ability. • To comply with the school's 'Expectations and Behaviour' and anti-bullying policies.	Kind: • To treat others with respect, compassion, and empathy. • To go above and beyond for others. • To act in ways that help to make the school an orderly and caring place.
Responsible: • To take ownership of their actions and meet their obligations. • To attend school and chapel as expected and to be on time. • To be fully equipped for lessons and activities. • To adhere to the uniform and dress code.	Together: • To support and encourage one another, working as a community to achieve shared success. • To support and become involved in school and house events. • To look after school property, the school site, and the environment.

Definition of School Jurisdiction

This policy applies to all students while on school premises, during the school day, in the Boarding Houses, on school trips and visits, at school events, or at any time when students are under the supervision of school staff.

It also applies when students are off-site due to study leave, work experience, or authorised absence, as well as when travelling to and from school. Students are expected to uphold the school's standards at all times. This includes Sixth Form students and boarders, who remain under school jurisdiction during lunch exeats, off-site study periods, or while in transit to or from other institutions.

The school reserves the right to investigate and sanction misconduct by any student at any time - including outside school hours and off-site - where such behaviour may bring the school into disrepute or compromise the welfare or good order of the school community. This includes incidents that occur during weekends, holidays, or at unsupervised events which are perceived as linked to St George's. For example, events described as school-related or those attended primarily by St George's students may fall within scope - particularly where misconduct (such as drug-related activity) impacts the safety, reputation, or integrity of the school.

This policy also applies to students from other institutions when they are on or near the school site as part of consortium teaching arrangements.

While this policy outlines expected responses to misconduct, staff are expected to exercise professional judgement in each case. Mitigating factors may lead to a reduced sanction; repeat offences or aggravating circumstances may result in a more serious consequence.

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Expectations

At St George's, our behavioural expectations are organised into four tiers. This structure helps us distinguish between behaviours that are primarily about organisation and learning habits, those that affect the individual student's progress or wellbeing, those that disrupt the community and the learning of others, and those that are overtly harmful to others. This tiered approach allows for fair, proportionate, and consistent responses.

Tier 1: Learning and Organisation

The school aims to make a distinction between 'Learning and Organisational Issues' and more intentional behaviours. These are the everyday routines and responsibilities that support effective learning and the smooth running of the school. Lapses in these areas are often non-malicious but still require correction. Where, on the balance of probabilities learning and organisational issues are wilful and defiant, they will be addressed as Tier 2 or Tier 3 issues.

1. Persistent Lateness

Please refer to "Lates" in 'Rewards and Sanctions'.

2. Uniform and Appearance

Students are expected to adhere to the Uniform and Appearance Policy. This requirement extends to the journeys to and from school and at any event when representing the school.

- Students with inappropriate clothing, footwear, hair or make-up should be referred to their HoH. If they cannot resolve the issue in school, they may be sent home to resolve the issue or be placed in Internal Suspension.
- Items worn in breach of the code may be confiscated by any member of staff.
- Students who repeatedly fail to meet expectations should expect a School Detention.
- Repeated wilful refusal to meet standards is treated as defiance (see below).

3. Not being equipped for learning

Students are required to have the correct books and equipment for each lesson and activity each day. A list is provided to students in their student handbook. Students without vital materials may be issued a class or subject detention.

Tier 2: Attitude and Behaviour that Primarily Affects the Individual

These behaviours impact the learning, wellbeing, or personal development of the student exhibiting them. While they may not directly disrupt others, they undermine the student's own progress or safety.

4. Truancy

Students caught avoiding lessons or playing truant should expect to be issued with a School detention. In repeated or aggravated cases SLT Detentions or suspension may be considered.

5. Consuming foodstuffs outside of approved areas

Students are permitted to eat and drink in the Dining Room, Watts playground, Goddard Playground, Grant Quad, 6th form Refectory and the 6th Form Patio. Students found eating in other areas of the school may have the item seized and discarded.

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6. Chewing Gum

Chewing gum is not permitted on school premises. Any gum found will be confiscated and disposed of. Repeat offenders will receive a consequence that may include community service, such as removing discarded gum from communal areas.

7. Smoking tobacco / vaping

Please refer to the Drug and Substance Abuse Policy.

8. Bad language

Students are expected to be kind and considerate in their communication. Any pupil overheard swearing should be reprimanded by the member of staff at the time. Persistent offenders will receive a higher level sanction.

9. Mobile Phones, Smartwatches and Other Devices

For students in Years 7 to 11, phones must be turned off and put away from the moment students arrive on site until the end of the school day, and once the student is outside of school buildings. Medical exemptions can be sought from the student's Head of House. E.g. for glucose monitoring. Sixth Form students are given their own guidance.

Smartwatches are not permitted unless a special medical exemption has been agreed with the student's Head of House. A 'smartwatch' is defined as any wrist-worn electronic device that, in addition to telling time, possesses one or more of the following capabilities:

- The ability to connect to a smartphone or the internet to receive or send messages, make or receive calls, or access applications.
- An operating system that supports the installation of third-party applications.
- A high-resolution or interactive display beyond basic time and numerical readouts.
- Integrated cameras or microphones.
- The capacity to store or play media (audio, video, images).

If a phone or smartwatch is seen, it will be confiscated. We operate an escalating system:

1. First Offence: The device will be returned to the student at the end of the day.
2. Second Offence: The device will be retained until the end of the week.
3. Third Offence: The device must be collected by a parent or guardian at the end of the week.

Parental intervention will not shorten the confiscation period. Further sanctions will apply if a phone is used inappropriately or if a student persistently ignores this rule.

Other Electronic Devices (Years 7–11): Students should not bring unnecessary electronic equipment to school without prior approval from a member of staff. The same confiscation protocols will apply. The school accepts no responsibility for lost or stolen devices that should not have been brought to school.

Digital Devices and Searches: Students who bring digital equipment or media onto the school site accept that staff have the right to access and search these items where there is reasonable cause to suspect misconduct. Refusal to comply is likely to result in an extended confiscation and will be treated as defiance and obstruction of justice.

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10. Going beyond bounds / unauthorised entry

Pupils are expected to be in designated areas during break and lunchtimes, and before and after school. They are not allowed on site out of hours, except for an organised and supervised activity or having signed into the boarding houses. Student will be given guidance to the exact areas forbidden, but such areas will include:

- i. All laboratories and specialist rooms.
- ii. Cycle shelters, except for the leaving and collection of cycles.
- iii. All car parks and the vicinity of any motor vehicles.
- iv. The area around the front of the school and that surrounding Muscalle.
- v. Parts of the field including, the 10 metres nearest the boundary, the games pavilion and surrounding area, and anywhere that does not have a clear line of sight to the main school buildings.
- vi. The kitchens, all staff offices and facilities, the Hall Stage and Balcony
- vii. All roof spaces, windows, and fire escapes
- viii. Certain areas of the school are designated as only for the use of certain students; the Boarding Houses for Boarders, 6th form areas for 6th formers, and common rooms and field spaces designated for particular year groups. Students may not enter an area for which they have no authorisation without permission.

11. Failure to follow safeguarding regulations

Students have a responsibility to keep themselves and others safe. Consequences will range from detention to suspension for aggravated offences, where a student shows a repeated or reckless disregard for their obligations. The following is a non-exhaustive list of examples:

- No more than one student can be in a toilet cubicle at one time: breach of this rule will lead to detention, as well as creating probable cause for a search to be undertaken.
- 6th form students may not leave the school site during lesson time unless they have been given that privilege. If they do so they must sign in and out in, and return in good time.
- 6th form students must wear their identification badge at all times while on site.
- Boarding students must abide by their own regulations regarding times when they are allowed out of the house or off site entirely, and limits on places they can go to and activities they may take part in. This includes abiding by regulations regarding vehicles they may or may not use, and both correctly signing out, making and keeping to exeat arrangements, and not encouraging non-boarders into the houses unless procedure is followed.

12. Misuse of computer equipment

The school has a clear policy guiding the appropriate use of school computers and IT equipment. Misconduct in this area can result in a range of sanctions from loss of privileges to suspension from school, which may be used in aggravated cases where the conduct was repeated or involved real or potential harm.

13. Failure to meet work expectations of the programme of study

St George's is a comprehensive school that recognises students will achieve a range of academic outcomes. However, we expect all students to make a genuine and sustained effort in their learning. Where a student persistently fails to meet deadlines or submits work that is significantly below what they are capable of, sanctions will be applied. These may begin with a class detention, or the loss of privileges, but can escalate - where concerns persist - to more serious consequences. In extreme cases this could include removal from a course, withdrawal from examination entry in a subject, or suspension.

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14. Plagiarism and Use of Unfair Means

St George's expects all students to uphold the highest standards of academic honesty and integrity. Any work submitted for assessment must be the student's own, and submission implies that it is authentic unless clearly stated otherwise. This applies to prep tasks, assessments, coursework, and examinations.

Students who submit work that is copied or overwhelmingly drawn from a peer, text, internet source, or AI tool without proper acknowledgment should expect sanctions. Where a source cannot be identified but a submission appears inconsistent with a student's typical work, staff may discuss the origins of the work with the student.

If plagiarism or use of unfair means is established on the balance of probabilities, the usual response will be a detention and a requirement to repeat the task. In internal matters, student honesty may mitigate the sanction. In public examinations, the school will follow all exam board regulations. Inauthentic work will be refused, and suspension may be applied. Students who knowingly allow their work to be copied will also be sanctioned; this may include suspension in the context of public exam coursework.

The JCQ (Joint Council for Qualifications) has made clear that misuse of Artificial Intelligence tools constitutes malpractice. Prohibited actions include:

- i. Copying or paraphrasing AI-generated content
- ii. Using AI to complete tasks that no longer reflect the student's own work, analysis, or evaluation
- iii. Failing to acknowledge use of AI tools
- iv. Providing incomplete or misleading references or bibliographies
- v. These offences may result in disqualification or disbarment from future qualifications. Students may also be penalised if AI-generated content undermines the authenticity of their assessed attainment. Further guidance can be found in the JCQ website under Malpractice.

Tier 3: Behaviour that Disrupts the Community or Learning of Others

These behaviours have a wider impact on the school environment. They interrupt lessons, undermine the positive culture of the school, or affect the wellbeing or learning of others. While not necessarily malicious, these actions show a disregard for the rights of others and require a clear and consistent response to restore order, uphold standards, and protect the learning environment.

15. Classroom Disruption

Students are expected to work in a way that supports a positive and focused learning environment. Isolated incidents of behaviour that disrupt the learning of others will typically be addressed by the subject teacher or through the use of the 'On Call' system. In cases of more serious or persistent disruption - including poor conduct across multiple subjects - the school operates an escalating scale of sanctions, as outlined in the Rewards and Consequences Policy. In exceptional cases, the school reserves the right to restrict a student's curriculum entitlement in order to protect the learning of others and uphold staff wellbeing.

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16. Defiance

St George's expects students to follow the reasonable instructions of staff promptly and without argument. Compliance with adult direction is a cornerstone of a safe, respectful, and productive learning environment. Defiance undermines this foundation and will not be tolerated.

Defiant behaviour includes:

- Ignoring or refusing a clear and reasonable instruction.
- Walking away while being spoken to.
- Deliberately delaying compliance.
- Repeatedly questioning or challenging instructions after an explanation has already been given.
- Attempting to negotiate inappropriately in the moment of instruction.

Where a student is defiant, staff are expected to give a clear, calm reminder of the instruction and the opportunity to comply. However, continued refusal or escalation will result in removal from the classroom or space, and a significant sanction - typically an SLT Detention or above.

17. Possession of Offensive or Inappropriate Items

Please also see *'Possession or Use of an Offensive Weapon.'*

St George's is a place of learning and mutual respect. Students must not bring to school any items that undermine the safety, values, or good order of the community.

Possession of pornography or materials that are racist, homophobic, transphobic, sexist, or otherwise inflammatory is strictly forbidden. Such material will be confiscated and destroyed. Sanctions will range from detention to suspension or exclusion, depending on the severity, intent, and impact of the misconduct.

18. Theft

Students are expected to show respect for the property of others, and to contribute to a community where trust and honesty are upheld. Any form of theft - including taking property without permission - is taken seriously. This includes, but is not limited to, taking food without paying, removing items from classrooms, or taking personal belongings from others.

Students caught stealing will be required to return or replace the item(s). Suspension is the usual sanction, although the specific response will take into account the value of the item, whether the act was premeditated, and any previous behaviour. In more serious cases, the police may be informed.

To prevent misunderstandings or misuse, no items may be bought, sold, or exchanged on the school site, and no collections of money should take place without the explicit permission of a senior member of staff.

19. Damage to property

Students are expected to treat school resources and property with care and consideration.

Damaged caused intentionally or through recklessness will be responded to:

- Sanctions range from detention to permanent exclusion depending on the damage caused, the level of intent and other factors including the impact on the wider school community.
- Pupils should be billed for any subsequent costs incurred for replacement or repair.

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20. Sexual Misconduct

Sexual activity is not appropriate in a school setting. Students are expected to avoid inappropriate physical contact and to show respect for personal boundaries at all times. Even where contact is mutually consenting, sanctions may still apply if the behaviour goes beyond what the school deems appropriate for students of that age.

21. Behaviour That Brings the School into Disrepute

Students are expected to be good ambassadors for the school at all times. Where a student's behaviour can reasonably be considered to have harmed the reputation of the school or members of our community, a range of sanctions may apply up to Suspension. Sanctions will reflect the seriousness of the conduct, particularly where there is evidence of real or potential harm.

22. Obstruction of Justice

Students are expected to support investigations by being honest and helpful. Wilfully concealing important information or knowingly providing false accounts is a serious matter and may result in sanctions up to and including suspension. A student's level of cooperation during an investigation will be taken into account when determining any consequences.

Any attempt to interfere with an investigation—such as pressuring others to remain silent, altering or destroying evidence, or intimidating individuals involved—will be treated with the utmost seriousness. This includes behaviour both in person and online. Intimidation, retaliation, or harassment of any kind during or after an investigation, whether through verbal remarks, social exclusion, physical acts, or digital communications (e.g. messages, posts, or group chats), will result in substantial disciplinary consequences.

A student's level of cooperation throughout an investigation will be taken into account when determining any outcomes or sanctions.

Tier 4: Harmful, Dangerous or Defiant Behaviour

These behaviours are serious breaches of our expectations. They include actions that are deliberately harmful to others - physically, emotionally, or socially - or that show open defiance of school rules and authority. These behaviours pose a risk to the safety, dignity, or wellbeing of others and the individual themselves. They are likely to result in the highest level of sanction, including possible suspension or permanent exclusion.

23. Offensive conduct to other students

All students at St George's are expected to treat one another with respect, kindness, and dignity at all times. Any behaviour that causes distress, humiliation, or harm - whether physical, verbal, emotional, or online - is unacceptable. This includes unkind remarks, exclusion, mockery, physical aggression, or any form of discriminatory language or conduct. As a Christian community, we are called to love our neighbour and build one another up. Offensive behaviour undermines this calling and will be met with appropriate disciplinary action.

Clear intent to cause hurt is always treated very seriously. However, students must also recognise that even when they have acted without malice, but have been thoughtless about the feelings or welfare of others, their conduct may still fall short of the standards expected at St George's. In such cases, disciplinary consequences may still apply.

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Some forms of offensive conduct - particularly when they are repeated or targeted - may constitute bullying. Our approach to recognising, preventing, and addressing bullying is set out in our Anti-Bullying Policy.

24. Bullying (physical or verbal, including racial, cultural, gender, sexuality, disability)

Please refer to the Anti-Bullying Policy.

25. Sexual violence and sexual harassment

Please refer to the Anti-Bullying Policy.

26. Offensive conduct to members of staff

St George's expects all students to treat members of staff with courtesy, respect, and integrity at all times. Any behaviour falling short of this standard will be treated with the utmost seriousness. Incidents must be reported immediately to a Deputy Head or member of the Leadership Group, who will determine an appropriate response. Consequences will range from an SLT Detention to permanent exclusion - depending on the severity of the offence.

- Rudeness, defiance, or abusive language towards staff is rare but taken extremely seriously and will result in a significant sanction.
- Persistent or pressuring behaviour towards staff - such as repeatedly challenging a decision that has already been clearly explained, or attempting to draw staff into ongoing or inappropriate discussion - may be considered a form of harassment. If such conduct continues despite clear boundaries being set, disciplinary action will follow.
- Harassment of staff, their property, or their family - including actions occurring outside of school hours, during school holidays, or online - is a serious offence. This includes any attempt to intimidate, undermine, or inappropriately target a staff member beyond the normal student-staff relationship.
- Threatening, aggressive, or intimidating conduct towards staff, whether verbal, physical, written, or online, is a major breach of school expectations. This includes any action that could reasonably make a staff member feel unsafe, targeted, or undermined in their professional role. Such behaviour significantly increases the likelihood of suspension or exclusion.
- False or malicious allegations against staff are exceptionally serious. A student who wilfully makes an invented or knowingly false accusation should expect to face exclusion, potentially permanent. Allegations made recklessly, meaning without careful consideration for the truth and where the potential for harm or untruth was reasonably foreseeable, may also result in serious sanctions. (Allegations made in good faith that are later found to be unfounded are not considered misconduct.)
- Violent or physically aggressive conduct towards staff is virtually unheard of at St George's. Any such incident would almost certainly result in permanent exclusion.

27. Offensive conduct to other members of the local community

St George's expects students to show respect and courtesy to all members of the local community at all times. Offensive behaviour - whether verbal, physical, or online - is rare but always treated seriously. Students are also expected to act responsibly when travelling on school or public transport.

Such conduct is also likely to fall under '*Behaviour That Brings the School into Disrepute*' and will be responded to in line with the approach outlined in '*Offensive Conduct to Members of Staff*'. The school will also support any action taken by transport providers or local businesses, and in serious cases, matters may be reported to the appropriate external authorities.

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28. Possession or Use of an Offensive Weapon

St George's is committed to ensuring the safety and wellbeing of all members of the school community. Students must not bring any item to school that could be used to cause harm or fear.

An offensive weapon is defined as anything that is used, intended to be used, or could reasonably be perceived as being used to threaten, intimidate, or harm others. This includes imitation or replica items, and everyday objects being misused as weapons. Our definitions includes laser light sources. Incidents must be reported immediately to a Deputy Head or member of the Leadership Group.

Any such item will be confiscated. It may be collected by a parent or carer, or disposed of as appropriate. Sanctions will range from SLT Detention to suspension or permanent exclusion, depending on:

- The level of threat or harm posed;
- The intent behind bringing or using the item;
- Whether the item caused or was likely to cause alarm, injury, or fear.

Where a sharp object is used in the context of self-harm, safeguarding and pastoral procedures will be followed, with appropriate care and support.

29. Alcohol and drug related offenses

Please refer to the Drug and Substance Abuse Policy.

30. Fire Safety Violations and Emergency Service Misuse

Any deliberate misuse of fire alarms, extinguishers, or emergency services places others at serious risk and is treated as a major offence. Such actions will be dealt with by a Deputy Head or member of the Senior Leadership Team, and the usual sanction will be a suspension from school.

Fire setting or arson carries extremely grave risks to life and property, and would typically result in permanent exclusion.