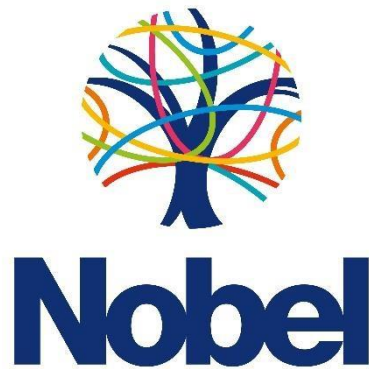




THE NOBEL SCHOOL
Policy for Behaviour for Learning

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Behaviour for Learning - Rewards and Consequences

The Behaviour for Learning Policy at Nobel establishes the ways in which all members of the school community contribute to the learning environment. Students are expected to attend school punctually, be well motivated to learn and to always behave. Sometimes students exceed our expectations and deserve to be rewarded, or fail to meet them, and thus require a sanction.

This policy is intended to assist and enable all our students to be able to follow our school vision:

We believe in a school culture where:

- *We value everyone, embracing diversity*
- *We work together, learning from each other by sharing ideas*
- *We take responsibility for our own actions*
- *We push the boundaries of achievement and challenge ourselves to improve*
- *We measure and monitor our performance and have clear measurable targets*
- *We encourage and support all types of enrichment activities*

The governing board believes that to enable effective teaching and learning to take place, good behaviour in all aspects of school life is necessary. It seeks to create a caring, learning environment in the school by:

- promoting good behaviour through calm and consistent adult behaviour, relentless routines, giving first attention to best behaviour, scripting difficult interventions and restorative follow-up (The Five Pillars of Nobel Practice);
- promoting self-esteem, self-discipline, proper regard for authority and positive relationships based on mutual respect;
- ensuring fairness of treatment for all;
- encouraging consistency of response to both positive and negative behaviour;
- promoting early intervention;
- providing a safe environment free from disruption, violence, bullying and any form of harassment;
- encouraging a positive relationship with parents and carers to develop a shared approach, involving them in the implementation of the school's policy and associated procedures.

Recognition

A positive and encouraging school ethos that gives first attention to best behaviour is central to the promotion of good behaviour.

Students' efforts and achievements are recognised in many ways to reinforce good behaviour and to support students in realising that good behaviour, while being the expected norm, is valued. Integral to our system of rewards is an emphasis on praise, both formal and informal, to individuals and groups. The current forms of recognition include:

- verbal praise, either personal or public;
- communication home - parents and carers are routinely told of their child's positive behaviour through informal conversation, phone calls, weekly emails, parents' evenings and positive letters/postcards home;
- awarding of House points, to build and develop good character
- certificates for 100% attendance celebrated in year group assemblies
- an invitation to a Nobel Celebrates Success breakfasts;
- positive comments in exercise books and on students' other work;
- written or verbal communication with home praising high standards of behaviour;
- bronze, silver, gold, platinum and diamond certificates;
- recognition boards;
- Corridor/display screens to celebrate excellent effort and achievement;
- collective or individual praise in assemblies;
- assemblies are used to award certificates and for both academic and sporting achievement and positive behaviour;
- Student leader status invitation to 'Celebrate with the Head' event.

Nobel Rules, Sanctions and Consequences

Teachers have high expectations of our students and that students will always give their best effort in their approach to work and their conduct. If staff feel this not to be the case a consequence may follow.

The Education Act 2011 states that a school can discipline students whose conduct falls below the standard expected of them. This means that if a student misbehaves, breaks a school rule, or fails to follow a reasonable instruction the teacher can impose a sanction; this includes conduct outside of the school gates.

School Rules – Ready, Respectful and Safe

The school, through the staff and with the involvement of the students, has established specific positive learning behaviours that clearly define the high standard of behaviour and the positive ethos that we expect in school.

The rules of Ready, Respectful and Safe are displayed across the school and referred to by all staff as acceptable and/or unacceptable. Assemblies and tutor time are used to frequently revisit and teach the rules.

Our consequence system is designed to support students in their learning and their enjoyment of school. Whilst our ethos is to reward students as often as possible, there inevitably must be clear expectations regarding behaviour.

This system is based on promoting learning; anything that prevents the student or others from learning will be taken very seriously. Our system is based on a fair set of rules that will be applied by all staff consistently.

Rules of the Sanction/Consequence System

Staff will always try to build positive relationships with students and try to encourage them to choose the correct behaviour.

- Sanctions will be recorded on the Arbor system.
- Students should be told when they have received a sanction.

School uniform

At The Nobel School, all students in Years 7 - 11 are expected to wear the correct school uniform as set out in the school's published Uniform Policy, displayed on the website. The uniform requirements are designed to promote a consistent standard across the school and to support a positive learning environment. Where an item is not specifically permitted within the policy, it should not be worn. The Headteacher retains the final authority on matters relating to uniform and appearance.

Where a student arrives at school without a required uniform item, the expectation is that they will wear a suitable replacement item provided by the school, where available, for the duration of that day. This helps ensure consistency and minimises disruption to learning while any concerns are addressed.

The school recognises that there may be occasions where families provide medical information or supporting evidence from a healthcare professional relating to a student's uniform. Any such information, including doctor's notes, will be considered carefully and on an individual basis. However, the submission of medical evidence does not automatically result in an exemption from, or amendment to, the Uniform Policy. Each case will be reviewed in light of the information provided, the student's needs, the school's duties, and the practical arrangements available. Any adjustments will be determined by the school following that review.

Persistent failure to comply with the Uniform Policy may result in further action in accordance with the school's behaviour and attendance procedures.

Serious incidents

To decide upon the sanction or consequence of a serious incident as much information as possible will be sought. This could include statements gathered from staff and student(s) witnesses to the incident, accounts from any victims or alleged perpetrators of the incident and any supplementary information such as CCTV evidence. The school will seek to reach the outcome of an investigation in as timely a manner as possible.

Detentions

Detentions are only issued when necessary. The detention should be set in accordance with the consequences and behaviour tariff set out below. Sufficient warnings for correctable behaviours are always given prior to a detention being set and therefore students can take responsibility for their actions. The student should be told of the consequence and why it has been applied.

Detention details:

- Detentions for lateness to school and 'Not Ready' (please refer to the tariff for examples of NR) will happen at lunchtime on the same day and will last for 20 minutes. If a NR is issued after lunchtime, it will be allocated to the next day.
- Detentions for a "Cold Spot", "Truancy" or "Respectful/Safe (RS)" will be issued with a 24hr delay, allowing the member of staff to call and communicate what has happened. This is a 1-hour detention.
- "Senior Leadership Team (SLT) detention for serious breaches of school rules" will happen after school on a Friday and will last for 90 minutes.

"Catch up Club": students who do not complete **3 homework assignments**, will be enrolled in a supported session to complete the work. The enrolment is for 1 week, to build good habits and support students to complete tasks ahead of time.

Parents and carers have access to the Arbor Parent Portal, where they can view student information, which includes timetable, attendance, rewards, club enrolment, sanctions and detentions.

Non-attendance at a detention is not acceptable; failure to attend will result in the sanction escalating to the next appropriate consequence. In case of failing to attend a detention after school, they will be placed into reflection the following day.

If a student is placed into an SLT detention, they will be expected to attend the detention from 3:05pm to 4:35pm on a Friday.

Parental Support with Detentions

All after school detentions will be served on the next school day and the expectation is that after-school commitments are rearranged to avoid any escalation. Only on very rare occasions will the school consider rescheduling a detention. It is the responsibility of the parent to communicate this request to the school in advance of the detention.

Section 5 of Part 2 of the Education Act 2011 removes the requirement on a school to provide a student's parent, guardian or carer with 24 hours' written notice of an out of school detention. Detentions up to an hour in duration are deemed by the school as a short after school detention; the Act therefore does not require parents or carers to be notified. The Act also clearly states that when considering imposing a detention parental consent or agreement is not required. Detentions of this length are notified to the parents or carers by an automatically generated e-mail which is beyond the legal requirements.

Restorative actions and reparation

Nobel uses restorative conversations to prompt reflective thinking, teach the students how to improve their behaviour and to restore relationships.

If a student is issued a 'Cold Spot' or 'Respect / Safe' detention, for repeated poor behaviour in lesson, a restorative conversation will happen between the student and staff member involved. After a student and staff member have had a restorative conversation about the

incident, the teacher may deem the matter resolved and allow the student to go home after 30 minutes.

Pastoral Support Programmes

The PSP is used to support students who present continued poor conduct in school. The aim of any PSP is to provide students and their parents/carers a framework of support and guidance as well as a strong message to indicate the seriousness of their position.

A Senior Leader, together with the Head of Year, will decide that a PSP should be drawn up, following a review of a student. This could be a result of a fixed term suspension or series of serious incidents over a given time.

The Head of Year will identify the areas of concern for the student as well as their areas of strength or success. In discussion with the student and their parents or carers, targets will be set and a programme of support to assist the student in meeting these targets will be agreed. These targets should relate to the concerns that have been raised and should be specific, measurable, achievable, realistic and time related. Support might be from home or school or, where necessary, appropriate external agencies.

A PSP will generally run for 16 weeks and will include reviews every 4 weeks, although there will be ongoing review throughout the period.

In almost all cases, the student will be placed on a daily monitoring report for reporting to the HOY or a member of SLT. The level of the report will be re-considered at each PSP review. Such reports are supportive and will enable the student to settle into the support programme and give them a start on the way to achieving their targets and success. The PSP report will be signed by student, school and home daily.

Exclusions and suspensions

The school follows government guidelines on good practice, ensuring that all students have work to complete whilst at home. Parents or carers have a duty to supervise their child and not to allow them into public places during school hours whilst on suspension.

Following an internal - alternative fixed term suspension or external fixed term suspension (FTS), a reintegration meeting will take place with the student, parents or carers, and a senior member of staff –. Assurances of future good behaviour must be given by the student and there will be an expectation of an apology letter produced, which illustrates their reflections.

Any further support needed for the student will also be explored. A student will only be re-admitted back into the school community when all potential risk/safety issues have been resolved to the satisfaction of the senior member of staff. Community service may be added as part of the reintegration, where deemed appropriate.

Behaviour For Learning – Consequence Tariff System

Tariff	Examples of Behaviour (not a fully exhaustive list)	Sanction / consequence for student
Reminder, Caution, Last chance (0 point)	Low level disruption affecting the learning environment of others including constant talking, calling out, being out of seat, running in corridors, littering, inappropriate use of language in conversation with peers - Initially failing to follow basic staff instructions, in class, break or lunchtime; - Insufficient/no work completed- slow starter; - Inappropriate comment	
Persistently Late to Lesson (-0 points)	The student has arrived late to three lessons in a given term. No rationale or reason/explanation is provided. On the third occasion this will trigger the sanction.	1hr detention – issued with 24hrs notice.
Catch Up Club (No Homework) (-0 points)	Failure to hand in subject homework/ homework not completed / Quiz or summative online test incomplete / Sparx Maths / Sparx Reader / Educake / Senecca / GCSE Pod.	On the third occasion that homework is not submitted, the student will be enrolled in catch up club for 5 days after school.
Not Ready Late to school (-1 points)	“Not Ready - for school” Uniform (the school reserves the right to accept/decline communication e.g. notes, regarding uniform adjustments) Confectionery items in lessons (food or fizzy/still flavoured drinks, mints, sweets, chewing gum, etc) No/missing equipment Energy drinks (e.g. Monster/Red Bull/Relentless) Make up (must be discrete/not require maintenance) Jewellery (Rings, Nose Studes, hooped Earrings, rings, Bracelets, etc) Pimple patches – designer patches i.e stars, moons, faces, all in a variety of colours (clear are acceptable) Aerosols / sprays / perfume / aftershave – all are banned. Late to school: Arrive after 8:25am or if in school but late to form.	Detention 20 mins same lunchtime. Failure to attend will result in escalation to 1hr detention afterschool the next school day.
Time out to reflect (-1 point)	Repetition/continuation of any of the above and not changing the behaviour.	Conversation to re-direct the student(s) to re-engage with learning.
No work/ lack of effort (-2 point)	Failure to complete any work in a lesson OR failure to complete work to the expected standard.	Upon successful completion of outstanding work, staff will dismiss the student.
Cold spot Respectful/ safe (-3 points)	Continued disruption of learning.	1hr Detention issued to be completed afterschool, the next school day. Moved/sent to other Faculty room (cold spot). Formal restorative conversation with staff
Truancy (-3 points)	Truancy from class - Excessively late to class (exceeding 10 minutes) or deliberately late to lessons i.e. taking the long way. - Leaving the class for a period without permission; - Leaving the cold spot; - Excessively late to form/school after register is closed. - Failing to arrive at the lesson at any point	1hr Detention – issued to be completed afterschool, the next school day.

Serious Poor behaviour (-4 points) SLT Det	• Failure to meet expectations, in a detention • Swearing at another student • Possession of object that is inappropriate for school • Dangerous/inappropriate behaviour that could harm • Actions which provoke/goad/initiate an assault • Refusal to tell the truth / deliberately lying to staff • Repetitive disruption	SLT Detention Friday 1.5 hrs
Serious Incident; Serious breach of school rules (-5 points)	• Refusal of Cold Spot; • Swearing at or about a member of staff - Intimidating a member of staff; • Fighting/Bullying incident; • Deliberate defiance (refusal to follow a direct instruction compromising safety or learning) / walking away from a member of staff / extreme rudeness, • Inappropriate use of mobile phone / computer / possession of laser pen / I-Pad / tablets / use of recording devices e.g. air pods / digital glasses / pens / misuse of school photocopiers or sending inappropriate emails. • Refusal to wear correct uniform. • Persistent disruptive behaviour/ poor behaviour during an SLT detention or Reflection; bringing the school into disrepute (in the school or our community); • Throwing/dropping items over balconies/down stairwell; • Persistent serious incidents requiring attendance in reflection (trigger points to be discussed) • Unauthorised off Site, leaving the school site • First Occasion of Mobile phone/device found outside of the bag/pouch • Failing to follow instructions or refusing to wear uniform in line with school expectations.	May be removed by SLT into "Reflection" Community service. Restorative conversation with staff - apology to staff & class (if appropriate) Planned "Reflection" will be a school day. OR Alternative to Fixed Term suspension (AFTS)
FTS (-5 points)	• Found in toilet cubicle with others; • Being in the vicinity of smokers/vapers; • Persistent serious poor behaviour – (See serious incidents); • Possession / creation / distribution of offensive literature or images • Possession of a dangerous object; • Possession of illegal drugs or dangerous substances; • Consuming, intent of, or supplying illegal drugs. • Possession of alcohol / illegal drugs; • Blocking receptacles to cause flooding (toilets or sinks) • Use of foul or vulgar language that is unreasonable and has no place in civilised society. • Swearing at or about a member of staff • Intimidating a member of staff; • Assault; persistent bullying; racist, homophobic, misogynistic or transphobic abuse; theft/ graffiti/ vandalism; • Threats/pre-meditated assault/violence towards a member of the school community whilst offsite; • Threats/pre-meditated assault/violence towards a member of staff; sexual misconduct. • Use of phone and/or smart watches / tablets /laptops (all should be placed in pouch prior to arriving at school) • Deliberately starting a fire, setting off the fire alarm system and triggering evacuation protocols. • Use of laser pen; to disrupt learning of others or affect other students i.e. shining LP in other people's eyes. • Posting content of staff / students / the public via social media or sites that would cause upset/offence/distress long-term. • Second occasion of mobile phone being found outside of the students' bag/pouch • Any further occasion of a mobile/device being found outside of the pouch / Gross Defiance – refusing to hand in a device mobile phone to a member of staff.	Fixed term suspension (FTS) Restorative research project – parents called in to watch. Re-integration with AHT &/or Headteacher. Possible: PSP or Managed move or appropriate level of Report.

Permanent Exclusion	• Persistent serious poor behaviour • Possession of offensive/dangerous weapon; • Consuming, intent of, or supplying illegal drugs will not be returned; • Deliberately starting a fire; setting off the fire alarm system and triggering evacuation protocols. • Persistent bullying; racist, homophobic, misogynistic or transphobic abuse; • Theft/ graffiti/ vandalism; • Threats/pre-meditated assault/violence towards a member of the school community whilst offsite; • Threats/pre-meditated assault/violence towards a member of staff/student; • Sexual misconduct • Bringing the school into disrepute in school uniform or not via actions which have a serious negative impact on other students/staff or the community. • Malicious use of social media to deliberately cause upset/offence/ distress or to invent a narrative that causes others to act against an individual. • Extreme Clause – relating to staff / students’ safety being placed at risk, leaving no reasonable alternative for the headteacher.	Possible Permanent Exclusion Restorative research project – parents called in to watch. Re-integration with Headteacher. Possible: PSP/Managed move/directed offsite education Appropriate level of Report
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Please note that this Tariff grid is only designed to be a guide and each case will be judged on its own merit from serious incident onwards by SLT/HOY in consultation with Assistant Headteacher (Fundamentals) and Headteacher.

Mobile Phones / Smart Watches / Tablets / Laptops

The Nobel school operates a strict policy regarding technology that is not provided, issued or approved by the school. We have mobile phone pouches and students are expected to deposit their devices and seal the pouch prior to entering the school via the student gate. Smart glasses, smart watches recording devices are not permitted in school. Please see the Mobile Phone Policy for further details.

Prohibited items

Nobel staff, who are authorised by the Headteacher, can search and, if found, confiscate items from students. Searches may be undertaken if staff have reasonable grounds to suspect a student has the prohibited item(s) or is suspected to have stolen items.

Examples of prohibited items: - (Not an exhaustive list)

- Electric scooters “E-scooters”;
- Bladed objections, weapons or laser pens.
- Alcohol;
- Illegal drugs, or foods containing them, or legal highs;
- Any item physical or digital that a 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 property of; any person (including the student);
- Tobacco, or any tobacco products - e-cigarettes, vapes, snus, and cigarette papers;
- Fireworks;
- Pornographic images / images of peers or staff for duplication and distribution;
- Stink =bombs / water guns / plastic guns / novelty weapons.

Searches

All searches, screenings (using the schools portable metal detector) and confiscations will be undertaken in line with the guidance issued by the DfE “Searching, Screening and Confiscation Advice for schools” July 2022.

Searches will be conducted by trained members of our safeguarding staff. The member of staff should ensure the student understands the reason for the search and how it will be conducted so that their agreement is informed. Staff can use a metal detector to assist with a search if needed.

Any of the above list or certain jewellery and phones may be searched/screened for and confiscated. Confiscated items will either be returned to a parent/carers or retained, at the discretion of the school.

Extreme Clause

The Headteacher will invoke an extreme clause where staff or students' safety is put at risk or the student's anti-social behaviour is so extreme that the school has no other alternative. In these circumstances, the Headteacher will decide on the appropriate punishment, whereby the above tariff may not be used. Physical assault or threat of physical assault on a member of staff will not be tolerated and will lead to a lengthy or permanent exclusion from school.