



Behaviour, Sanctions, and Rewards Policy (2026-2027)

Bromley Technical School (BTS)

This Behaviour, **Sanctions, and Rewards Policy** for Bromley Technical School (BTS) is designed to be fully compliant with the **January 2025 DfE "Behaviour in Schools" guidance**, the **Independent School Standards**, and **KCSIE 2025**.

1. Statement of Intent and Headteacher's Duty

Bromley Technical School (BTS) is committed to a "Professional Standards" ethos. In accordance with 2025 statutory guidance, the Headteacher holds a legal duty to maintain a **calm, safe, and supportive environment**. We aim to prepare pupils (aged 14–18) for the workplace by fostering self-discipline, mutual respect, and accountability.

2. The "Mobile-Free" Standard (2025 Directive)

To eliminate digital distraction and safeguard pupils from cyberbullying, BTS operates a **"Never Seen, Never Heard"** mobile phone policy.

- **Requirement:** Phones must be switched off and stored in lockers or bags from **08:45 to 15:30**.
- **Sanction:** Any device seen or heard will be confiscated. For a first offence, it is returned at 15:30. For repeat offences, a parent/guardian must collect the device.

3. Rewards and Recognition

We prioritise positive reinforcement to drive professional conduct:

- **Professionalism Merits:** Awarded for punctuality, workplace-standard attire, and technical excellence.
- **Industry Commendations:** Termly awards for pupils demonstrating exceptional aptitude in technical workshops.
- **The "Golden Ticket":** Immediate reward for acts of community service or peer support.

4. Sanctions and the "Tiered Response"

When behaviour falls below expectations, sanctions are applied proportionately.

Stage	Action	Specific 2025 Requirements
Stage 1	Verbal Warning / Redirection	Managed by the classroom teacher; focused on re-engagement.
Stage 2	Removal from Class	Pupil is moved to a supervised "Reflection Room." Note: This is a strategy to maintain safety, not just a sanction. Education must continue during removal.
Stage 3	After-School Detention	Parents will be given 24 hours' notice . Staff must ensure the pupil has a safe means of travel home.
Stage 4	Suspension	Fixed-term removal from site. The school uses the term "Suspension" (not "Fixed-term Exclusion") per DfE standards.
Stage 5	Permanent Exclusion	Reserved for gross misconduct (e.g., serious violence, drugs, or persistent defiance).

5. Equality Act and SEND Adjustments

BTS recognizes its duties under the **Equality Act 2010**.

- **Pre-Sanction Review:** Before applying any formal sanction, staff must consider if the behaviour is a manifestation of a **Special Educational Need (SEN)** or disability.
- **Reasonable Adjustments:** For SEND pupils, sanctions may be adapted (e.g., restorative conversations instead of isolation) to ensure they are not unfairly disadvantaged.

6. Statutory Search and Confiscation Powers

The Headteacher and authorized staff have the legal power to search pupils and their possessions **without consent** for "prohibited items":

- Knives/weapons, alcohol, illegal drugs, and stolen items.
- Vapes, tobacco, fireworks, and pornographic images.
- **Police Involvement:** If a **strip search** is deemed necessary by the police, the school will act as the advocate for the pupil, ensuring an **Appropriate Adult** is present at all times. School staff **never** conduct strip searches.

7. Scope of Authority: Off-Site Behaviour

The school's authority to discipline pupils extends to any time a pupil is:

- Travelling to or from school (including on public transport).
- Wearing school uniform or "identifiable" as a BTS student.
- Engaging in online behaviour (cyberbullying or harassment) that impacts the school's "calm and safe" environment.

8. Safeguarding: Peer-on-Peer Abuse

In line with **KCSIE 2025**, BTS treats bullying and sexual harassment as **safeguarding issues**.

- We maintain a zero-tolerance approach to "banter" that masks harassment.
- Incidents are recorded on the school's safeguarding system and referred to the **Designated Safeguarding Lead (DSL)** to determine if the victim or perpetrator requires a multi-agency support plan.

9. Malicious Allegations

To protect the staff, any pupil found to have made an **intentionally false or malicious allegation** against a member of staff will face the highest level of disciplinary action, including the possibility of permanent exclusion.

10. Record Keeping and Governance

As an independent school, BTS maintains a written record of all **serious disciplinary sanctions** for a minimum of **7 years**. This data is reviewed termly by the Proprietor to identify patterns and ensure the fair application of the policy.

Policy Last Reviewed: December 2025

Next Review Date: December 2026

Approved by: Rt. Rev. AR Ogundijo{Proprietor}

For further guidance, parents may refer to the DfE Behaviour in Schools advice.