Policy	Student Disciplinary Policy – SS09
Document owner	Director of Student Services, Safeguarding & Wellbeing
Review delegated to	Positive Behaviour Support (PBS) Manager
Date first implemented	March 2026
Date last reviewed	March 2026
Date of next review	March 2029
Date governor-approved	na
Associated documents	• Positive Behaviour Support Policy • Safeguarding Adults and Safeguarding Children Policies • Restrictive Practice Policy • Equality, Diversity, and Inclusion Policy • Anti-Bullying Policy • Online Safety Policy • Health and Safety Policy • Fitness to Study Policy • Early end of Placement Policy and Procedure • Student Code of Conduct
Reference documents	This policy operates in accordance with: • Care Quality Commission (CQC) regulations • Ofsted Education Inspection Framework • Mental Capacity Act (2005) and Code of Practice • Equality Act (2010) • Local Safeguarding Adults and Children procedures • Human Rights Act (1998) • Deprivation of Liberty Safeguards (DoLS) where applicable • Department for Education Keeping Children Safe in Education • Department for Education & Department of Health (2015). SEND Code of Practice: 0 to 25 Years
Initial reviewing body	Safeguarding Committee
Final approval body	Senior Leadership Team
Published on website	Yes

Purpose	This policy sets out the College's approach to managing student behaviour and disciplinary matters within both residential and educational provision. It defines: • what constitutes a disciplinary issue • what standards are expected

	• The principles that must guide any disciplinary action • The legal and regulatory frameworks that must be followed
Scope	This policy applies to all students enrolled in the college, both **day** and **residential**, including those on off-site placements, trips, or college-related activities.
Equality, Diversity & Inclusion	*"[Derwen] College is committed to promoting equality, good relations and to challenging discrimination. This is reflected in all College policies, procedures, processes and practices."* *Derwen College Equal Opportunities Policy* *Derwen College's ethos is to embrace diversity, to offer equality of opportunity, and to treat every individual fairly and with respect. Equality, diversity and inclusion are embedded throughout the organisation. This policy should be applied in accordance with this ethos.* *If you would like a copy of this document in a different format, such as large print, please contact the Human Resources Department who will provide help with alternative formats.*

Policy statement

The College is committed to:

- Promoting positive behaviour through a Positive Behaviour Support (PBS) approach
- Maintaining a safe, respectful, and inclusive learning environment
- Supporting students to learn from mistakes
- Using the least restrictive and most supportive response to behavioural concerns
- Ensuring that any disciplinary action is fair, lawful, proportionate, and trauma-informed

Disciplinary processes will never replace safeguarding responsibilities or the duty of care owed to each student.

Core Principles

All disciplinary actions will be:

- Person-centred
- Proportionate
- Transparent
- Consistent
- Restorative wherever possible
- Focused on learning and development
- In line with the Mental Capacity Act (MCA)
- Informed by safeguarding duties
- Considerate of individual needs, disabilities, and communication styles

Scope of Disciplinary Matters

Disciplinary action may be considered when a student:

- Behaves in a way that places themselves or others at risk

- Causes harm, harassment, or intimidation
- Damages property deliberately
- Engages in persistent disruption
- Breaches College rules or codes of conduct
- Misuses technology or social media
- Brings prohibited items onto College premises
- Fails to follow reasonable instructions

Relationship with Positive Behaviour Support

- Disciplinary measures must not conflict with an agreed PBS plan
- Behaviour arising from disability or unmet need must be addressed through support planning, not punishment
- The primary response to behaviour of concern is assessment, teaching, and support
- Restrictive interventions must only be used in line with PBS policy

Safeguarding First

Where behaviour indicates:

- risk of harm
- abuse or neglect
- exploitation
- radicalisation
- mental health crisis

Safeguarding procedures will take priority over disciplinary processes.

Consideration of Mental Capacity

Any disciplinary decision will consider:

- Whether the student has capacity regarding the behaviour
- Their ability to understand consequences
- Reasonable adjustments required
- Best Interests decision-making where capacity is lacking

Fairness and Equality

The College will ensure that:

- No student is discriminated against
- Reasonable adjustments are made
- Cultural, communication, and disability needs are fully considered
- Disciplinary actions do not disproportionately impact vulnerable students

Possible Disciplinary Outcomes

Outcomes may include:

- Informal resolution
- Restorative actions
- Positive Behaviour support review
- Person centred support plan review
- Multi-Disciplinary team review – consideration for external team involvement.
- Temporary or permanent exclusion
- Managed transition or placement review.

Permanent exclusion will only be considered in exceptional circumstances and in line with statutory guidance.

Rights of the Student

Students have the right to:

- Be heard
- Have support and advocacy
- Have explained any decisions made about them
- Appeal decisions
- Be treated with dignity and respect

Recording and Monitoring

All disciplinary matters will be:

- Accurately recorded in the student's records
- Reported in line with College procedures
- Monitored for patterns and equality impact
- Reviewed to inform PBS planning