



Positive Behaviour

Policy & Procedure 2026 - 2027

Assistant Principal Curriculum & Innovation

Publication Date: August 2026

Review Date: August 2027 | Version No. 1

1. Purpose

- 1.1 The purpose of this policy is to outline the College's approach to encouraging student/apprentice positive behaviour. The procedure demonstrates the process to be followed when any student or apprentice is behaving outside of College rules, values or health and safety regulations.

2. Scope

- 2.1 This procedure applies to ALL students and apprentices. Variations to the procedure may apply in the case of Higher Education (HE) students, Part-Time (PT) students or Apprentices.

3. Implementation

- 3.1 All students and apprentices will be made aware of the existence of the positive behaviour policy and procedure during their induction period, and of how it might be used. The College Code of Conduct is aligned to British Values along with the College's Basic Five Rules for classroom conduct set to keep all students and apprentices safe.

4. Informal handling of student and apprentice behaviour

- 4.1 In most cases student/apprentice behaviour management can be dealt with informally.
- 4.2 Any cause for concerns can be raised by any member of staff and recorded on OnTrack. The student/apprentice will be reminded of the College's expectations by a member of College staff. A record of the cause for concern is recorded on OnTrack for the attention of the student's Personal Tutor, Tutor/Teacher (PT/HE students) or Assessor (apprentices). If several cause for concerns are raised, this will trigger a conversation with the student or apprentice with their Personal Tutor/Teacher/Assessor.
- 4.3 The Personal Tutor/Teacher/Assessor will discuss any behaviour with the student or apprentice during Tutorials/1-1s and give positive actions as required to ensure the behaviour does not persist or reoccur. This will be recorded on OnTrack as an escalated cause for concern. There is an option during this meeting to refer to Counselling, IAG, Progress Coach or Curriculum Manager (if it is serious enough to warrant moving to the formal Disciplinary process). If the unacceptable behaviour persists or reoccurs, a formal disciplinary procedure will be triggered by referring to the Curriculum Manager. If required, the parents/carers, the employer and/or the HE provider may also be informed. This would only be implemented if the student/apprentice needed support to complete actions.
- 4.4 In cases involving SEND students/apprentices, the SEND and Inclusion Manager (EHCP mainstream/Specialist provision) will be informed and liaise with the Case Worker who will inform parents/carers and the Local Authority. Appropriate action

plans will be discussed and agreed in line with the EHCP. A professionals meeting may be called by the Case Worker to include the parents/carers, Curriculum Manager and any other relevant professionals to ensure all needs are being met. An action plan and timescales for review will be agreed.

- 4.5 Following an escalated cause for concern meeting with a student/apprentice (not EHCP) a referral can be made to the Progress Coach. The reasons for referral may be poor attendance, punctuality, low level disruptive behaviour.
- 4.6 The Progress Coach will meet with the student/apprentice to investigate the reasons for the student/apprentice not attending or why the student/apprentice is demonstrating unacceptable behaviour.
- 4.7 An Emotional Based Setting Non-Attendance (EBSNA) process will be completed, and support put in place where necessary. If a EBSNA process has been in place at school or previous settings, the College will look to support actions and support that have been previously put in place. The Local Authority should liaise with the College to ensure that the information is shared.
- 4.8 A professionals meeting may be called to ensure the necessary support is in place so that the action plan can be implemented effectively. The meeting might include the parents/carers, Curriculum Manager and any other professional involved with the young person and family. If the student/apprentice is care experienced, then the Designated Teacher will be included.
- 4.9 The Progress Coach will be responsible for monitoring the actions and holding regular coaching sessions with the student/apprentice as part of an ongoing review. The aim will be to moderate any behaviour and to improve attendance. All information on progress and meetings with the Progress Coach will be recorded on OnTrack. Action plans and coaching tools will be uploaded.
- 4.10 Curriculum Managers can hold an escalated cause for concern meeting before they move into the formal process if they feel that this will moderate the student/apprentice behaviour. This will be recorded on OnTrack and is good evidence to determine additional support needed prior to the formal process. Referrals to Counselling, Careers or Progress Coaches can be made as an outcome. If the young person has an EHCP or is care experienced the relevant teams will be notified.

5. Formal handling of student and apprentice behaviour

- 5.1 The formal policy and procedure is designed to start when inappropriate behaviour is repeated, or of sufficient scale to be outside the normal realms of everyday classroom management.
- 5.2 Each stage centres on a meeting between the student/apprentice and relevant member(s) of staff, including other parties where appropriate. Meetings will be conducted fairly and openly, allowing both student/apprentice and staff to state their case.

- 5.3 If a student or apprentice fails to attend (without giving notice), or leaves the meeting, the meeting may still proceed. If a student or apprentice is 16-18 and a parent/carer fails to attend (without giving notice), the meeting may still proceed.
- 5.4 Records of meetings and outcomes that may contain actions or requirements are recorded on OnTrack.
- 5.5 Parents/carers (16-18) will be invited to join the formal disciplinary meetings. 19+ students/apprentices can bring one person with them as an ambassador. At any stage if the student/apprentice is deemed vulnerable, has learning difficulties or disabilities, representatives from the SEND and Inclusion Team will be involved in the process to develop appropriate development plans and provide support during the process. Parents/guardians/carers will be informed of appropriate actions to support SEND/HN student/apprentice who do not have the capacity to fully appreciate the impact of their non-compliance. This may involve the recommendations of external parties (e.g., Educational Psychologist, Local Authority) in order to form an action plan. This action plan will be individualised to reflect the specific needs of SEND/HN student/apprentice and will replace the standard procedure. At any stage if the student is care experienced a member of the care experience team will be informed and they will liaise with the Local Authority to ensure that support for the student is provided. At any stage, if the student/apprentice is under the College's Safeguarding Team, a member will be informed and to ensure that support is provided.
- 5.6 Outcome is recorded on OnTrack.
- 5.7 Outcomes or requirements will be monitored. If the student/apprentice successfully completes the action plan, within the agreed timescale, the episode is closed. If it is not, the student/apprentice will be put on the next stage of the process.
- 5.8 If conditions of a Stage 1 or 2 are not adhered to, the student/apprentice will move to the next level of disciplinary. If a student reaches Stage 4 in the process, an exclusion may be applied.
- 5.9 It is the role of the Head of Student Participation to assist in determining what support the College can offer to the student/apprentice outside curriculum interventions.

6. Misconduct

- 6.1 The College will not tolerate any anti-social behaviour. Examples are provided of misconduct which may lead to action being taken. It is not an exhaustive list. Some examples may be classed as serious misconduct:

Behaviour related:

- Breach of any of the College's expectations regarding students/apprentices' behaviour as per the College's Code of Conduct/British values

- Non-attendance of agreed meetings
- Disruption to the quality of education to others
- Failure to do as a member of staff asks/requests
- Smoking or vaping except in the designated areas
- Noisy or unruly behaviour or the use of foul, abusive language
- Discriminatory behaviour: Any actions or language that discriminate based on race, gender, age, disability, sexual orientation, religion, or any other protected characteristic
- Inappropriate sexual behaviour: Any form of sexual abuse or sexual inappropriateness towards others
- Damaging College buildings, equipment, books or furnishings or any property of others
- Failure to follow Health and Safety procedures: Disregarding safety rules or engaging in unsafe practices that put oneself or others at significant risk
- Interference with software or data belonging to, or used by, the College
- Use of mobile phones in any learning and study environment without permission
- Misuse of computers, the internet or email
- Attendance related: such as poor attendance levels or poor punctuality
- Concerns about work or performance related:
- Non submission of work after negotiated and agreed deadline
- Cheating, plagiarism, copying the work of other students/apprentices, or inappropriate use of AI tools
- Non engagement in class, e.g., low level disruptive behaviour, refusal to take part in an activity/lack of production of work
- Persistently poor behaviour: Poor behaviour that has not improved despite warnings and support being in place
- Reputational damage: Anything that brings the College's reputation into disrepute

7. Gross Misconduct

7.1 The College will not tolerate any anti-social behaviour. Examples are provided of gross misconduct which will lead to action and/or exclusion. It is not an exhaustive list.

- The use of violence or threat of violence towards any person, face to face or electronically e.g. phone or email including social media etc - see appendix 1
- Use, possession or supply of any illegal substance - see appendix 2
- Use or possession of an illegal/offensive weapon - see appendix 3
- Illegal acts which affect the work of the College or other students or apprentices
- Causing the College actual or potential financial loss
- Bullying, intimidation, taunting, verbal abuse towards any person, face to face or electronically e.g. phone or email including social media etc.
- Taking photographic images or videoing of people on College premises without their consent
- Taking photos: Taking photographic images or videos of people on college premises without their consent, including any uploading to social media platforms.
- Distribution of material critical of the College or its staff

- Behaviour which could damage the reputation of the College
- Behaviour which is racially or sexually offensive or which is offensive to those with learning and/or physical disabilities or sensory impairment
- Any form of discrimination related to orientation or gender preference
- Drunkenness on College premises or on any activity associated with the College
- Careless driving on College premises
- Robbery, theft, or any other dishonest acts
- Conduct which puts at risk the Health and Safety of themselves, other students/apprentices or staff
- Mistreatment of animals or any livestock
- Refusal to provide consent for searches where there is reasonable suspicion and belief that a prohibited item is in possession

8. Stages of the Disciplinary process

- 8.1 There are various stages to this procedure. More serious matters can lead to a student/apprentice being put straight onto other stages, in cases of gross misconduct, a stage 4 will be activated.

Stage	Reason	Who deals with it?	Action
Cause for concern	To investigate the reasons for non-attendance or unacceptable behaviour	Any member of staff	Recorded on OnTrack. Subsequent cause for concerns raised will progress you on to the formal stages of the process
Stage 1 Verbal warning	First formal misconduct or repeated instances of non-attendance or unacceptable behaviour	Any tutor (including maths and English)	Verbal warning will be clear of the improvement expected of you, a note will be placed on OnTrack and improvement expected will be logged. Up to 3, stage 1s can be recorded (one for curriculum, one for maths and one for English)
Stage 2 Meeting with Curriculum Manager	Repetitive misconduct or failure to adhere to a stage 1 action plan or gross misconduct	Curriculum Manager	Formal written warning, a behaviour monitoring plan will be put in place for an agreed period
Stage 3 Meeting with Head of Curriculum	Failure to adhere to a stage 2 action plan or gross misconduct	Head of Faculty	Final written warning, a behaviour monitoring plan will be put in place for an agreed period
Stage 4 Gross misconduct/ exclusion	Failure to adhere to a stage 3 action plan or gross misconduct	Assistant Principal	Exclusion or transfer out of area

9. Suspension

- 9.1 In cases of suspected gross misconduct, any member of the College Management Team following an incident may suspend a student/apprentice. Suspension does not imply guilt on the part of the student/apprentice. It may be a means to contain a situation while an investigation is carried out.
- 9.2 When a student/apprentice is suspended, the member of staff conducting the suspension should record all details on OnTrack. If in the case of it being a Duty Principal, an incident form is also completed. The following people are informed of the suspension:
- a) Curriculum Manager
 - b) Head of Marketing and Customer Experience who will inform Student Hub staff and ensure the Student Records system is updated
 - c) Head of Faculty
 - d) If applicable, Safeguarding
 - e) Security Manager
- 9.3 The member of staff conducting the suspension will complete or appoint an Investigating Officer within one working day of a student's/apprentice's suspension to complete a fact find. The outcome of this will determine the next steps – which will lead possibly to a meeting.

10. Exclusions

- 10.1 An exclusion should only take place at Stage 4 following the stage 4 meeting. The decision is only made by either an Assistant Principal or Deputy Principal/CEO.

The following people are to be informed of the outcome:

- a) Curriculum Manager
- b) Head of Marketing and Customer Experience who will inform Student Hub staff and ensure the Student Records system is updated
- c) If applicable, Safeguarding
- d) Security Manager

11. Appeals

- 11.1 The appeals process is only applied following an exclusion.
- 11.2 The student/apprentice or parent/carer has the right to appeal within five days of the meeting that resulted in an exclusion. The appeal is submitted in writing to quality@wolvcoll.ac.uk and is acknowledged, and the role of the Appeal Investigator will be assumed by an EMT member.
- 11.3 The Appeal Investigator has 10 working days to complete the investigation. The time period may need to be extended, however the individual should be kept informed.

If the appeal is not upheld –

- a) An outcome letter is sent. This concludes the appeal and disciplinary process.

If the appeal is upheld –

- b) The EMT member will form suitable actions for the student/apprentice to return to the College.
- c) If actions are not adhered to, this will result in automatic exclusion. In this instance, the student/apprentice will be verbally informed and will be asked to leave the College. There is no appeal process in these instances. This would be then confirmed in writing.

12. Procedure**Escalation of Cause for concern**

1. The member of staff issues a verbal warning to the student/apprentice. The student/apprentice is informed that this warning is recorded.
2. For students with an EHCP the Student Support Worker Supervisor is to be made aware. Care experienced students are referred to the Care experienced Team.
3. A recorded escalated cause for concern is created in OnTrack and all supporting information added.
4. Referrals can be made to Counselling, IAG, Progress Coaches or Curriculum Manager (if it is the third escalation or serious enough to warrant the Disciplinary process to be activated).
5. Personal Tutors to carry out review(s) during 1:1s of progress. If there is no positive progress and concerns remain, this will be escalated to Stage 1.

The record remains live for the duration of the academic year

Stage 1 – Verbal Warning - Meeting with Tutor

1. A Stage 1 could be due to repeated misconduct of the same nature or serious misconduct. The student/apprentice is informed that they are to be escalated to a Stage 1 of the procedure.
2. A stage 1 is given with **no notice** unless:

The student has an EHCP or is a LAC or Care Leaver. Then the following must happen:

An invitation is sent by way of email/text to:

- parents/carers in cases where the student/apprentice is 16-18 (text and email)
 - a member of the Care Experience Team for students in care (internal email)
 - a SEND and Inclusion Supervisor for students with an EHCP (internal email)
 - if applicable, Safeguarding (internal email)
3. Evidence to support the meeting can be gathered from all sources e.g., Tutors, Personal Tutors, Security, Safeguarding etc.
 4. The outcome could see a Stage 1 Written Warning being issued, with all agreed actions or requirements recorded on OnTrack, including any supporting information.
 5. This is made available for viewing for the student/apprentice and College staff. This can be provided in writing to parent/carers/employers on request.
 6. Personal Tutors to carry out review(s) during 1:1s of progress. If there is no positive progress and concerns remain, this will be escalated to Stage 2.
 7. The record remains live for the duration of the academic year.

Stage 2 – First written warning - meeting with Curriculum Manager

1. A Stage 2 could be due to the student/apprentice not complying with the agreed actions from Stage 1 or due to gross misconduct. The student/apprentice is informed that they are to be escalated to a Stage 2 of the disciplinary procedure.
2. An invitation is sent by way of email/text to:
 - the student/apprentice (text and email)
 - parents/carers in cases where the student/apprentice is 16-18 (text and email)
 - a member of the Care Experience Team for students in care (internal email)
 - a SEND and Inclusion Supervisor for students with an EHCP (internal email)
 - if applicable, Safeguarding (internal email)
 - an employer in the case of an apprentice (email)
3. If a student/apprentice is 16-18 parents/carers are invited to attend. If a student/apprentice is 19+ one responsible adult may attend if requested.
4. Evidence to support the meeting can be gathered from all sources e.g., Tutors, Personal Tutors, Security, Safeguarding etc.
5. If a student/apprentice fails to attend (without giving notice), or leaves the meeting, the meeting will still proceed. If a student/apprentice is 16-18 and a parent/carer fails to attend (without giving notice), the meeting will still proceed.
6. The outcome can see a Stage 2 first Written Warning being issued, with all agreed actions or requirements recorded on OnTrack, including any supporting information.
7. This is made available for viewing for the student/apprentice and College staff. This can be provided in writing to parent/carers/employers on request.
8. Personal Tutors to carry out review(s) during 1:1s of progress. If there is no positive progress and concerns remain, this could be escalated to Exclusion.
9. The record remains live for the duration of the academic year.

Stage 3 – Final written warning - meeting with Head of Curriculum

1. A Stage 3 is conducted as a final written warning. An outcome at this stage could be a recommendation for escalation to the next stage which will be exclusion. The student/apprentice is informed that they are to be escalated to a Stage 3 of the disciplinary procedure.
2. An invitation is sent by way of email/text and letter to:
 - the student/apprentice (text and email)
 - parents/carers in cases where the student/apprentice is 16-18 (text, email and letter)
 - a member of the Care Experience Team for students in care (internal email)
 - a SEND and Inclusion Supervisor for students with an EHCP (internal email)
 - if applicable, Safeguarding (internal email)
 - an employer in the case of an Apprentice (email)
3. If a student/apprentice is 16-18 parents/carers are invited to attend. If a student/apprentice is 19+ one responsible adult may attend if requested.
4. Evidence to support the meeting can be gathered from all sources e.g., Tutors, Personal Tutors, Security, Safeguarding etc.
5. The Head of Curriculum will chair the meeting. All the evidence presented will be considered, including any additional information provided by the student/apprentice.
6. If a student/apprentice fails to attend (without giving notice), or leaves the meeting, the meeting will still proceed. If a student/apprentice is 16-18 and a parent/carer fails to attend (without giving notice), the meeting will still proceed.
7. If the outcome for the student/apprentice is a Final Written Warning:
 - a. A Stage 3 record is created on OnTrack and all supporting information.
 - b. An outcome letter is sent to the student/apprentice with copies to:
 - parents/carers in cases where the student/apprentice is 16-18¹
 - a member of the Care Experience Team for students in care
 - a SEND and Inclusion Supervisor for students with an EHCP
 - an employer in the case of an Apprentice
8. Personal Tutors to carry out review(s) during 1:1s of progress. If there is no positive progress and concerns remain, this could be escalated to a Stage 3 again.
9. The record remains live for the duration of the academic year.

¹ The parent/carer will be informed of the outcome unless alternative agreements have been made.

10. The following people are to be informed of the outcome:

- a) Head of Marketing and Customer Experience who will inform Student Hub staff and ensure the Student Records system and is updated. Support may be provided for IAG to the student/apprentice.
- b) Security Manager

Stage 4 – Extreme gross misconduct/exclusion - meeting with Assistant Principal

1. A Stage 4 is conducted as an extreme gross misconduct. An outcome at this stage could be exclusion. The student/apprentice are informed that they are to be escalated to a Stage 4 of the disciplinary procedure.
2. An invitation is sent by way of email/text and letter to:
 - the student/apprentice (text and email)
 - parents/carers in cases where the student/apprentice is 16-18 (text, email and letter)
 - a member of the Care Experience Team for students in care (internal email)
 - a SEND and Inclusion Supervisor for students with an EHCP (internal email)
 - if applicable, Safeguarding (internal email)
 - an employer in the case of an Apprentice (email)
3. If a student/apprentice is 16-18 parents/carers are invited to attend. If a student/apprentice is 19+ one responsible adult may attend if requested.
4. Evidence to support the meeting can be gathered from all sources e.g. Tutors, Personal Tutors, Security, Safeguarding etc
5. The Assistant Principal will chair the meeting. All the evidence presented will be considered, including any additional information provided by the student/apprentice.
6. If a student/apprentice fails to attend (without giving notice), or leaves the meeting, the meeting will still proceed. If a student/apprentice is 16-18 and a parent/carer fails to attend (without giving notice), the meeting will still proceed.
7. If the outcome is for the student/apprentice **to be excluded**
 - a. A Stage 4 record is created on OnTrack and all supporting information.
 - b. An outcome letter is sent to the student/apprentice with copies to:
 - parents/carers in cases where the student/apprentice is 16-18
 - a member of the Care Experience Team for students in care
 - a SEND and Inclusion Supervisor for students with an EHCP
 - an employer in the case of an Apprentice
8. The record remains live for the duration of the academic year
9. The following people are to be informed of the outcome:
 - Head of Marketing and Customer Experience who will inform Student Hub staff and ensure the Student Records system and is updated. Support may be provided for IAG to the student/apprentice.
 - Security Manager.

Appendix 1 – use of violence or threat of violence towards any person

In the instance where a student/apprentice is suspected of the use of violence or threat of violence towards any person the following should be adhered to:

1. Staff and/or Security to inform the Curriculum Manager. If not contactable the Head of Curriculum. The Duty Principal is advised of the incident and may support the fact find.
2. The leading manager will fact find the alleged incident with full support from Security.
3. If appropriate, Security will complete a search following the Stop and Search Policy and Procedures.
4. Based on the outcome of the fact find and search (if appropriate), the following decisions should be made:
 - Suspension, which may lead to police involvement. This may be actioned if a fact find cannot take place in a timely manner – for example, within the same day.
 - Suspension and immediate police involvement.
 - Return to class only if it can be established that the student/apprentice is safe to conduct their learning and no other students/apprentices or staff member's safety is being put at risk.

In all cases where actual physical violence is established, the Police (101) are to be contacted by Security for next steps.

All contact with the Police is to be logged by Security with reference/log numbers. The student/apprentice should be advised of all contact and outcome with Police contact.

When a student or apprentice is suspended, the leading manager will record details on OnTrack and the Incident Log. The following people are informed of the suspension:

- a) Head of Marketing and Customer Experience who will inform Student Hub staff and ensure the Student Records system and is updated
- b) If applicable, Safeguarding
- c) Security Manager

Appendix 2 – Use or possession or supply of any illegal substance

In the instance where a student/apprentice is suspected of the use, possession or supply of any illegal substance, the following should be adhered to:

1. Staff and/or Security to inform the Curriculum Manager. If not contactable the Head of Curriculum. The Duty Principal is advised of incident and may support the fact find.
2. The leading manager will fact find the alleged incident with full support from Security.
3. If appropriate, Security will complete a search following the Stop and Search Policy and Procedures.
4. Based on the outcome of the fact find and search (if appropriate), the following decisions should be made:
 - Suspension, which may lead to police involvement. This may be actioned if a fact find cannot take place in a timely manner – for example, within the same day.
 - Suspension and immediate police involvement.
 - Return to class only if it can be established that that the student/apprentice is safe to conduct their learning and no other students/apprentices or staff member's safety is being put at risk.

In all cases where illegal substances or equipment are found, the Police (101) are to be contacted by Security for next steps. Further guidance from the Police may include:

- Further guidance of action for the student/apprentice
- Safe disposal at College site. In this instance, the College safe disposal guidelines will be followed. All details to be logged.
- Transfer and deposit to a named Police Station by a member of Security, following appropriate procedures. All details to be logged.

All contact with the Police is to be logged by Security with reference/log numbers. The student/apprentice should be advised of all contact and outcome with Police contact.

When a student or apprentice is suspended, the leading manager will record details on OnTrack and the Incident Log. The following people are informed of the suspension:

- a) Head of Marketing and Customer Experience who will inform Student Hub staff and ensure the Student Records system and is updated
- b) Security Manager

Following all fact finding and adherence to Police guidance, all student/apprentices found to be in possession of, or have intending to supply any illegal substance will be asked to attend a Stage 4 meeting, which could lead to an exclusion.

Appendix 3 – Use or possession of an illegal/offensive weapon

In the instance where a student/apprentice is suspected of the use, possession of an illegal/offensive weapon, the following should be adhered to:

1. Staff and/or Security to inform the Curriculum Manager. If not contactable the Head of Curriculum. The Duty Principal is advised of the incident and may support the fact find.
2. The leading manager will fact find the alleged incident with full support from Security.
3. If appropriate, Security will complete a search following the Stop and Search Policy and Procedures.
4. Based on the outcome of the fact find and search (if appropriate), the following decisions should be made:
 - Suspension, which may lead to police involvement. This may be actioned if a fact find cannot take place in a timely manner – for example, within the same day.
 - Suspension and immediate police involvement.
 - Return to class only if it can be established that the student/apprentice is safe to conduct their learning and no other students/apprentices or staff member's safety is being put at risk.

In all cases where an illegal/offensive weapon is found, the Police (101) are to be contacted by Security for next steps. Further guidance from the Police may include:

- Further guidance of action for the student/apprentice
- Safe disposal at College site. In this instance, the College safe disposal guidelines will be followed. All details to be logged.
- Transfer and deposit to a named Police Station by a member of Security, following appropriate procedures. All details to be logged.

All contact with the Police is to be logged by Security with reference/log numbers. The student/apprentice should be advised of all contact and outcome with Police contact.

When a student or apprentice is suspended, the leading manager will record details on OnTrack and the Incident Log. The following people are informed of the suspension:

- a) Head of Marketing and Customer Experience, or alternative manager who will inform Student Hub staff and ensure the Student Records system and is updated.
- b) Security Manager.

Following all fact finding and adherence to Police guidance, all student/apprentices found to be in possession of an illegal/offensive weapon will be asked to attend a Stage 4 meeting, which could lead to an exclusion.