



ST MICHAEL'S CATHOLIC COLLEGE DISCIPLINARY POLICY 2018-19

1. Aim

- 1.1 Our aim is to provide an outstanding education to all the children taught by us. We expect all our employees to work together to achieve that aim in partnership through trust and integrity.
- 1.2 We are committed to the highest level of achievement for pupils of all abilities and we recognise that there are no limits to a child's potential. Our aim is simple; to facilitate academic and personal success in a rigorous learning community and in a culture which embraces spiritual values of – serving others, tolerance, prayer and forgiveness.
- 1.3 It is our belief therefore that students grow into mature and responsible adults through learning together in a Catholic community by:
- Aspiring to academic excellence and success;
 - Acquiring confidence, self-esteem and fulfillment of their individual talent;
 - Developing a love of learning, a love of Christ, and a love of each other.
- 1.4 All our policies support this aim.
- 1.5 This suite of documents contains our policies for Capability, Disciplinary, Grievance Resolution and Absence.
- 1.6 We delegate our authority in the manner set out in this document.
- 1.7 There may be occasions where these policies need to be modified to take account of the requirements of our Child Protection & Safeguarding policies and of Keeping Children Safe In Education e.g. by allowing the Local Authority Designated Officer to offer advice at appropriate stages.
- 1.8 In this document:
'lawyer' includes solicitor, barrister, legal executive or a person training for such roles.
'working day' means any day on which in your role you would ordinarily work if you were a full-time employee. In other words, it will be different for teaching and non-teaching staff but will be the same for full-time and part-time employees.
'School Leader' means a person employed on the Leadership Pay Range and does not include School Business Manager or Bursar.

2. Attendees of Formal Meetings

- 2.1 For any process described as informal there is no right to be accompanied and we may proceed without you having a companion present.
- 2.2 Where a policy allows you to be accompanied by a companion at a formal meeting, the provisions of this paragraph 2 will apply and **Permitted Companion** means a companion meeting the requirements.
- 2.3 You must let the relevant Manager know who your Permitted Companion will be at least one working day before the relevant meeting.
- 2.4 If you have any particular need, for example, a disability, you may also be accompanied by a suitable helper.
- 2.5 Your Permitted Companion can address the meeting in order to:

- (a) Put your case;
 - (b) Sum up your case; and
 - (c) Respond on your behalf to any view expressed at the meeting.
- 2.6 Your Permitted Companion can also confer with you during the meeting.
- 2.7 Your Permitted Companion has no right to answer questions on your behalf, or to address the meeting if you do not wish it, or to prevent you from explaining your case.
- 2.8 Where you have identified your Permitted Companion to the relevant Manager and your companion has confirmed in writing to the relevant Manager that they cannot attend the date or time set for the meeting, the relevant Manager will postpone the meeting for no more than five working days from the date set by us to a date or time agreed with your companion provided that it is reasonable.
- 2.9 You do not have a right to be accompanied by a lawyer.
- 2.10 At a disciplinary meeting the Disciplinary Manager or Appeal Manager may take advice from a lawyer.

3. Timing of Meetings

Formal meetings under these policies may:

- (a) Need to be held when you were timetabled to teach;
- (b) Exceptionally be held during planning preparation and assessment time if this does not impact on lesson preparation;
- (c) Exceptionally be held after the end of the School day;
- (d) Not be held on days on which you would not ordinarily work; and
- (e) For support staff, be held at anytime during the working day.

4. Recording of Meetings and Minutes

- 4.1 No one is allowed to make an audio or video recording of a formal or informal meeting or interview without the prior express written permission of all persons present.
- 4.2 We may have a note taker at any a formal or informal meeting or interview to take the official note of the meeting. The note taker should be someone not involved in the subject matter of the meeting.
- 4.3 Minutes will be shared with you and you will be asked to confirm if they are accurate. No subsequent meeting, interview or decision will be delayed or postponed as a result of a dispute over minutes.

5. Appeal Manager

A person is not prevented from being an Appeal Manager in the Disciplinary, Capability and Sickness Absence policies by virtue of having heard an appeal against any earlier decision in relation to you under that policy or any other policy.

6. Assistance

In all cases involving any sanction in relation to the Principal or to a person on the Leadership Spine, or to potential or actual dismissal of any other member of staff, the Diocesan Schools Commission may send a representative to advise the relevant manager.

7. Use of Warnings

In the event of any organisational change process, formal warnings/cautions under the disciplinary, capability or sickness absence policy may be used as selection criteria.

8. Freedom of Information

The policies in this Handbook are disclosable under the Freedom of Information Act.

9. Review

This Handbook will be reviewed in April 2019.

1. Scope of Disciplinary Policy

1.1 The purpose of this policy is to give a structure to improve conduct to the standards expected and to facilitate the fair dismissal of those who have not improved or whose conduct is so unacceptable as to warrant dismissal without notice. The aim is to ensure consistent and fair treatment for all employees.

1.2 There may be some occasions where your behaviour could be described as incapability. This policy and our Capability policy may be used concurrently whilst we determine whether the behaviour is misconduct or incapability. We anticipate that this will be a very rare situation.

1.3 There may be occasions where your conduct could relate to your health. This Disciplinary policy may be used concurrently with our Sickness Absence policy to ensure that appropriate support is in place. If you go off sick following the use of this Disciplinary policy we may use our Sickness Absence policy.

1.4 There may be occasions when you attempt to use our Grievance Resolution policy in connection with actions taken under this Disciplinary policy. This shall not ordinarily lead to any delay or pause in the conduct of any matters under the Disciplinary policy unless the appropriate manager considers it appropriate to pause this policy or to deal with matters concurrently.

1.5 If you are in a Probationary Period, we may decide not to use this policy to deal with disciplinary matters.

2. General Principles

2.1 Informal action will be considered, where appropriate, to resolve disciplinary problems.

2.2 No disciplinary action will be taken against you until the case has been fully investigated.

2.3 For formal action you will be advised of the nature of the complaint against you and will be given the opportunity to state your case before any decision is made.

2.4 At all formal meetings you may bring a Permitted Companion.

2.5 You will not be dismissed for a first breach of discipline except in the case of gross misconduct, when the penalty may be dismissal without notice and without payment in lieu of notice.

2.6 You will have the right to appeal against any disciplinary sanction. There is no appeal against a suspension.

2.7 This policy may be implemented at any stage, if your alleged misconduct warrants this.

3. Informal Action

- 3.1 You may be given informal warnings at any time about any conduct or performance falling short of the standards expected.
- 3.2 Such warnings shall be recorded in writing so that there is no ambiguity whether you have been given an informal warning. To ensure an effective understanding of your adherence to informal action, all informal warnings will be shared with your line managers, your appraiser, the SLT Link.
- 3.3 Informal warnings may be referred to at a later stage to evidence that an informal approach was attempted and the outcome of such an approach.
- 3.4 Failure to comply with informal action should not on its own be used as justification for issuing a higher form of sanction than would otherwise have been imposed under the formal process.
- 3.5 There is no right of appeal against an informal warning.

4. Transition to Disciplinary

If, having undertaken informal action to address concerns raised as part of the performance management/line management process, the appraiser/line manager is not satisfied with progress, the teacher will be invited to a transition meeting to determine whether formal disciplinary proceedings should commence or whether further informal action is required. The teacher will be notified in writing 5 working days in advance of the transition meeting and may be accompanied at the meeting by their trade union representative or a work colleague.

4.1 Investigating, Disciplinary And Appeal Managers

The table below sets out the normal level of delegation for dealing with formal disciplinary action.

<i>Your level (or level of highest co-accused)</i>	<i>Investigating Manager</i>	<i>Disciplinary Manager</i>	<i>Appeal Manager</i>
Principal	Chair of Governors or their nominee	Panel of three non-staff Governors	Panel of three non-staff Governors
Other Leadership Spine and College Business Manager	Principal	Chair of Governors or their nominee	Panel of three non-staff Governors
Other Staff	A member of School's Leadership Team appointed by the Principal	Principal	Chair of Governors or nominee

5. Suspension

- 5.1 In appropriate cases you may be suspended whilst investigations are carried out.
- 5.2 Suspension may be undertaken in person but may be undertaken in writing. If it is undertaken in person it will be confirmed in writing.
- 5.3 ACAS suggests that suspension whilst investigations are carried out might be appropriate where:
 - (a) Relationships have broken down;
 - (b) Gross misconduct is alleged;

- (c) There are reasonable concerns that evidence or witnesses could be interfered with; or
 - (d) There are responsibilities to other parties.
- 5.4 Suspension is a neutral act and is not a disciplinary sanction. You will receive full pay and benefits during a period of suspension (unless you are otherwise absent from work due to sickness or other leave and have exhausted the pay entitlements associated with your absence).
- 5.5 During a period of suspension we may require you not:
- (a) To attend your place of work at any time (except with the prior agreement of your line manager)
 - (b) To communicate in any way with any parents pupils or governors except:
 - (i) with the prior agreement of the person who suspended you or their nominee; or
 - (ii) where following the investigation you are called to a formal disciplinary meeting, when you may then approach governors parents or pupils as potential witnesses but this must be done via the Investigating Manager to avoid any breach of the Data Protection Act or duties of confidentiality.
 - (c) To discuss the fact of your suspension or the fact of or nature of the allegations against you with any member of staff except:
 - (i) with the prior agreement of the person who suspended you or their nominee;
 - (ii) for communication with your union representative;
 - (iii) where you are called to an interview with the Investigating Manager or a disciplinary meeting when you may approach work colleagues for the purposes of identifying a willing work companion; or
 - (iv) where you are called to a formal disciplinary meeting you may approach work colleagues as potential witnesses in support of your case.
- 5.6 During a period of suspension we may suspend your access to your email account and to other IT and communication services and may take such steps as necessary to cover your lessons or other commitments.
- 5.7 During a period of suspension the College may take such steps as necessary to cover your lessons or other commitments.
- 5.8 During any period of suspension your contractual duties to the College and to the Governing Body (whether express or implied) remain in force and enforceable.

6. Formal Process

6.1 Step 1 - Investigation

- (a) The Investigating Manager will conduct an investigation into your alleged misconduct, with a view to obtaining evidence of innocence as well as guilt and to obtaining any evidence in mitigation.
- (b) The Investigating Manager may appoint any other person to assist in the investigation.
- (c) The investigation may include a face to face interview with you but this is not mandatory. You may if you wish provide a written statement or response to the Investigating Manager.
- (d) You are required to co-operate fully with the Investigating Manager to ensure that the investigation can be completed as swiftly and as thoroughly as possible.
- (e) If pupils are to be interviewed as part of the investigation your union representative or a co-worker may attend to observe the interview to ensure

impartiality. They may not ask questions. The Investigating Manager may invite the pupil's parents to attend. This provision does not require an observer at any meeting where a disciplinary allegation is first made by a pupil.

- (f) The Investigating Manager will produce an Investigation Report setting out evidence gathered and either a recommendation that there is no case to answer or a recommendation that there be a disciplinary hearing to consider specific allegations, with a view to a formal disciplinary sanction being imposed (and whether dismissal may be an appropriate sanction at the end of the process).
- (g) You will be sent a copy of the Investigation Report.
- (h) The Investigation Report is a confidential document.
- (i) If the recommendation is that there is a case to answer you will be sent all supporting documentation and witness statements.

6.2 Step 2 – Disciplinary meeting

- (a) If the Investigation Report contains a recommendation that a formal disciplinary sanction is imposed you shall be required to attend a formal disciplinary meeting with the Disciplinary Manager.
- (b) The disciplinary meeting shall take place at least 5 working days after the Investigation Report was sent to you.
- (c) The Investigation Report and all supporting paperwork may be shared in advance of the disciplinary meeting with any persons who have been identified as attending the meeting to give evidence in person.
- (d) The Disciplinary Manager shall consider all the evidence presented in support of the allegations and in your defence and you shall have an opportunity to present evidence in your defence (including calling relevant witnesses) and in mitigation.
- (e) The Disciplinary Manager may adjourn the disciplinary meeting to allow further investigations in the light of your evidence and will reconvene to give you an opportunity to comment on any further evidence produced by further investigations.
- (f) The Disciplinary Manager is not required to hear oral evidence from the Investigatory Manager's witnesses and may rely on written evidence.
- (g) If the Disciplinary Manager does decide to hear oral evidence from any witnesses called by the Investigation Manager, you will be given an opportunity to comment on it either by attending the meeting or by reviewing the notes of that oral evidence after the meeting (if you were not present at the disciplinary meeting).

6.3 Step 3 - Appeal

- (a) If the Disciplinary Manager decides to impose a formal disciplinary sanction you will have the right to appeal to the Appeal Manager provided that you do so in writing to the Disciplinary Manager within five working days of the written notification of the Disciplinary Manager's decision being sent to you.
- (b) Your appeal must set out the grounds of appeal in detail. This will enable the Appeal Manager to determine if the appeal is to be by way of a rehearing of the case (which would be appropriate if factual matters are disputed) or by way of a review of the case (which would be appropriate if only the sanction is disputed).
- (c) The appeal meeting will normally take place within 20 working days of your notice of appeal being received by the Disciplinary Manager.

- (d) The Appeal Manager may not impose a more severe sanction than that imposed by the Disciplinary Manager.
- (e) The Appeal Manager may consider any new evidence produced by you not available to the Disciplinary Manager.
- (f) The Appeal Manager may only consider new evidence produced by the Investigating Manager if it touches upon your credibility in relation to evidence you have already given or if it rebuts any new evidence produced by you or any assertions made by you in your grounds of appeal.
- (g) If the Appeal Manager considers that any new evidence (from whatever source) would warrant a more severe sanction the Appeal Manager shall refer the matter to the original Disciplinary Manager for consideration and the Disciplinary Manager may impose a more severe sanction following a further disciplinary meeting at which you may be accompanied by a companion. If there was an appeal against such an increased sanction, it would be heard (where possible) by a different Appeal Manager.
- (h) The Appeal Manager is not required to hear oral evidence from any witness called by the Investigation Manager and may rely on written evidence.
- (i) If the Appeal Manager does decide to hear oral evidence from any witness called by the Investigation Manager, you will be given an opportunity to comment on it either by attending the meeting or by reviewing the notes of that oral evidence after the meeting (if you were not present at the disciplinary meeting).

7. Formal Sanctions

The Disciplinary Manager may impose the following sanctions:

7.1 A First Written Warning

- (a) A First Written Warning will remain live for a period of 9 months from the date on which the Disciplinary Manager's written decision was sent to you.
- (b) For a first disciplinary offence (ignoring any informal action), a First Written Warning would be the normal response.

A Final Written Warning

- (a) A Final Written Warning will remain live for a period of 18 months from the date on which the Disciplinary Manager's written decision was sent to you.
- (b) A Final Written Warning would normally be given for a second disciplinary offence committed or discovered during the period of a live First Written Warning (even if that First Written Warning related to a different type of misconduct and even if at the time of the Final Written Warning the 9 months period had lapsed).
- (c) A Final Written Warning could be given for serious misconduct regardless of previous disciplinary history if the conduct is sufficiently serious.

7.2 Dismissal on notice

- (a) Dismissal on contractual notice would be given for a disciplinary offence (other than an act of gross misconduct) committed or discovered during the period of a live Final Written Warning (even if the Final Written Warning related to a different type of misconduct and even if at the time of the dismissal the 18 months period had lapsed).
- (b) For the avoidance of doubt the notice of dismissal commences immediately and does not await the outcome of any appeal.
- (c) If your contract contains a payment in lieu of notice clause we may exercise that clause to bring your contract to an end with immediate effect.

7.3 Dismissal without notice or compensation

Dismissal without notice or compensation (also known as Summary Dismissal) would be the normal sanction if you have committed an act of gross misconduct (subject to mitigation).

- (a) For the avoidance of doubt the dismissal takes effect immediately and does not await the outcome of any appeal.

The following is a non-exhaustive list of matters which we consider may amount to gross misconduct:

- (i) Conduct incompatible with, or prejudicial to, the religious character of the School or the precepts or tenets of the Catholic Church,
- (ii) Serious breach of the Code of Conduct or other HR policies;
- (iii) Conduct that is likely to bring us or the Church into disrepute;
- (iv) Conduct giving rise to any safeguarding or child protection issue including anything which changes your DBS status;
- (v) Failure to disclose your DBS status/submit to a DBS check where requested to do so by the Principal and/or the Governing Body.
- (vi) A serious breach of any relevant code of conduct or professional standards;
- (vii) Theft of any property;
- (viii) Malicious or wilful damage to any property;
- (ix) Falsifying any documents whether for personal gain or not;
- (x) Ordering any goods or services on our behalf from a supplier in which you or a relative have a personal interest (whether financial or not) without declaring that interest and without our permission;
- (xi) Dishonesty;
- (xii) Violence to any person;
- (xiii) Unlawfully restraining a pupil;
- (xiv) Abusive threatening or offensive language or behaviour to any person;
- (xv) Unlawful discrimination or harassment;
- (xvi) Bullying;
- (xvii) Deliberate refusal to carry out a lawful and safe instruction;
- (xviii) Absence from work without leave or reasonable explanation;
- (xix) Disclosing the contents of any live examination paper or assessment in advance to any pupil or parent;
- (xx) Concealing any actual or attempted cheating or malpractice by any pupil or colleague;
- (xxi) Attending work or undertaking duties whilst under the influence of alcohol or unlawful drugs;
- (xxii) Bringing alcohol or unlawful drugs onto our premises (save where alcohol is brought onto site for authorised refreshments);
- (xxiii) Misuse of our ICT (including internet and email access) to view or distribute obscene, pornographic, defamatory or otherwise unacceptable material;
- (xxiv) Making an audio or video recording of a conversation or meeting without the prior express consent of all those participating;
- (xxv) Supplying your personal contact details to a pupil without express authorisation from your Principal;
- (xxvi) Interacting with a pupil online out of school hours other than through the Managed Learning Environment;
- (xxvii) Making any sexual or romantic contact with any pupil whatever the age of the pupil;

- (xxviii) Breaching the confidentiality or GDPR obligations surrounding a pupil, parent or colleague;
- (xxix) Serious breach of health and safety procedures;
- (xxx) Serious negligence (whether or not leading to any actual loss);
- (xxxii) Making a false malicious or vexatious allegation against us, a parent, pupil, colleague or Governor; or
- (xxxiii) Making a public criticism of us or your colleagues, outside of our Public Interest Disclosure policy.

7.4 Voluntary demotion as an alternative to higher formal sanction

- (a) There may be a situation where the Disciplinary Manager (after determining the facts at a disciplinary meeting) considers that a recent promotion or job change has been a contributory factor in your misconduct.
- (b) The Disciplinary Manager may offer you the option of taking a voluntary demotion as an alternative to a higher formal sanction.

8. Permitted Companion

You may bring a Permitted Companion to a disciplinary interview by the Investigation Manager or a meeting with the Disciplinary Manager or Appeal Manager.

9. Guidance for Managers on the Conduct of Disciplinary Hearings

The ACAS Guide to Discipline and Grievances at Work says:

“The Disciplinary Manager should:

- (a) *Ensure that all the relevant facts are available, such as disciplinary records and any other relevant documents (for instance absence or sickness records) and, where appropriate, written statements from witnesses*
- (b) *Check if there are any special circumstances to be taken into account. For example, are there personal or other outside issues affecting performance or conduct?*
- (c) *Be careful when dealing with evidence from a person who wishes to remain anonymous. Take written statements, seek corroborative evidence and check that the person’s motives are genuine*
- (d) *Consider what explanations may be offered by the employee, and if possible check them out beforehand*
- (e) *Allow the employee time to prepare his or her case. Copies of any relevant papers and witness statements should be made available to the employee in advance*
- (f) *Arrange a time for the meeting, which should be held as privately as possible, in a suitable room, and where there will be no interruptions*
- (g) *Try and get a written statement from any witness from outside the organisation who is not prepared to or is unable to attend the meeting*
- (h) *Allow the employee to call witnesses or submit witness statements*
- (i) *Consider the provision of an interpreter or facilitator if there are understanding or language difficulties (perhaps a friend of the employee, or a co-employee). This person may need to attend in addition to the companion though ideally one person should carry out both roles*
- (j) *Make provision for any reasonable adjustments to accommodate the needs of a person with disabilities*
- (k) *Think about the structure of the meeting and make a list of points you will wish to*

cover

- (l) *Any rules the organisation has for dealing with failure to attend disciplinary meetings*

How should the disciplinary meeting be conducted?

Remember that the point of the meeting is to establish the facts, not catch people out.

The meetings may not proceed in neat, orderly stages but it is good practice to:

- *Introduce those present to the employee and explain why they are there*
- *Introduce and explain the role of the accompanying person if present*
- *Explain that the purpose of the meeting is to consider whether disciplinary action should be taken in accordance with the organisation's disciplinary procedure*
- *Explain how the meeting will be conducted.*

Statement of the complaint

State precisely what the complaint is and outline the case briefly by going through the evidence that has been gathered. Ensure that the employee and his or her representative or accompanying person are allowed to see any statements made by witnesses and question them.

Employee's reply

Give the employee the opportunity to state their case and answer any allegations that have been made. They should be able to ask questions, present evidence and call witnesses. The accompanying person may also ask questions and should be able to confer privately with the employee. Listen carefully and be prepared to wait in silence for an answer as this can be a constructive way of encouraging the employee to be more forthcoming.

Establish whether the employee is prepared to accept that they may have done something wrong or are not performing to the required standard. Then agree the steps which should be taken to remedy the situation.

If it is not practical for witnesses to attend, consider proceeding if it is clear that their verbal evidence will not affect the substance of the complaint. Alternatively, consider an adjournment to allow questions to be put to a witness who cannot attend in person but who has submitted a witness statement.

General questioning and discussion

You should:

- *Use this stage to establish all the facts*
- *Ask the employee if they have any explanation for the alleged misconduct or unsatisfactory performance, or if there are any special circumstances to be taken into account*
- *If it becomes clear during this stage that the employee has provided an adequate explanation or there is no real evidence to support the allegation, bring the proceedings to a close*
- *Keep the approach formal and polite and encourage the employee to speak freely with a view to establishing the facts. A properly conducted disciplinary meeting should be a two-way process. Use questions to clarify the issues and to check that what has been said is understood. Ask open-ended questions, for example, 'what happened then?' to get the broad picture. Ask precise,*

closed questions requiring a yes/no answer only when specific information is needed

- *Do not get involved in arguments and do not make personal or humiliating remarks. Avoid physical contact or gestures which could be misinterpreted or misconstrued as judgemental.*

If new facts emerge, it may be necessary to adjourn the meeting to investigate them and reconvene the meeting when this has been done.

Summing up

Summarise the main points of the discussion after questioning is completed. This allows all parties to be reminded of the nature of the offence, the arguments and evidence put forward and to ensure nothing is missed. Ask the employee if they have anything further to say. This should help to demonstrate to the employee that they have been treated reasonably.

Adjournment before decision

Adjourn before a decision is taken about whether a disciplinary penalty is appropriate. This allows time for reflection and proper consideration. It also allows for any further checking of any matters raised, particularly if there is any dispute over facts”.

10. Ill Health

- 10.1 A disciplinary process can still be completed even if you are signed off as unfit to work. Fitness to work is not necessarily the same as fitness to participate in a disciplinary process. We will seek appropriate occupational health advice.
- 10.2 You may be sent written questions and given seven calendar days to respond.
- 10.3 If you are unable to attend a disciplinary meeting the meeting may proceed provided you have had an opportunity to:
- (a) Put a written statement to the hearing;
 - (b) Have a companion attend the hearing in their place; and
 - (c) Review the notes of oral evidence and to submit written questions upon it.
- 10.4 We shall have regard to the following extracts from the Health and Work Handbook issued by the Royal College of General Practitioners Faculty of Occupational Medicine and Society of Occupational Medicine:

“Disciplinary proceedings and management investigations

Occupational health and primary care teams may become involved in cases in which the employer is in dispute with the employee, and a disciplinary process is pending. This may result in dismissal of the employee, or a formal warning

In these circumstances the doctor or nurse is sometimes asked to give an opinion as to whether the employee is fit to attend an investigation or disciplinary hearing. The employee may be suffering from stress related or depressive symptoms and may have requested sick certification. In these circumstances it is likely that the effects of an unresolved dispute on the employee’s mental health may be greater if the proceedings are postponed. An employee may be unfit for work but fit to engage with the management process. The doctor or nurse will have to assess whether attendance is likely to cause serious deterioration in the employee’s mental or physical health, for example if there is a significant risk of suicide.

Management investigations or disciplinary meetings do not have to be held in the workplace; they could be held away from work, at a 'neutral' location such as a hotel. This may be a helpful suggestion if the employee is anxious about going back into the workplace at this stage

The following questions may be used to determine fitness to attend a disciplinary meeting, or engage with the management process leading to such a meeting:

- *Does the employee have the ability to understand the allegations made against them?*
- *Does the employee have the ability to distinguish right from wrong?*
- *Is the employee able to instruct a friend or representative to represent their interests?*
- *Does the employee have the ability to understand and follow the proceedings, if necessary with extra time and a written explanation?"*

11. Trade Union Officers

We note and adopt the ACAS Code of Practice's statement: "*Where disciplinary action is being considered against an employee who is a trade union representative the normal disciplinary [policy] should be followed. Depending on the circumstances, however, it is advisable to discuss the matter at an early stage with an official employed by the union, after obtaining the employee's agreement.*"

12. Referrals

12.1 Where a teacher is dismissed for serious misconduct (or may have been dismissed for serious misconduct if the teacher had not resigned), we must consider whether to refer the circumstances to the National College for Teaching and Leadership under section 141D of the Education Act 2002 which came into force on 1 April 2012.

12.2 The National College for Teaching and Leadership website link is:
www.gov.uk/government/collections/teacher-misconduct

12.3 Where a person working for us (whether a teacher or not) is dismissed or would have been dismissed if they had not resigned because that person committed conduct:

- (a) Which endangered a child or was likely to endanger a child;
- (b) Which if repeated against or in relation to a child, would endanger that child or would be likely to endanger him;
- (c) Involving sexual material relating to children (including possession of such material);
- (d) Involving sexually explicit images depicting violence against human beings (including possession of such images); or
- (e) Of a sexual nature involving a child

We **must** refer that person to the Disclosure and Barring Service under section 35 of the Safeguarding Vulnerable Groups Act 2006.

12.4 The online guidance is here: www.gov.uk/government/publications/dbs-referrals-form-and-guidance.

June 2018

Signed:..... Date:.....
Chair of the Governing Body

Review Date: 2019