

Strathmore College

Communication & Relationship Expectations (Including Suspensions and Exclusions) Local Protocols



Strathmore
College

Our Values

	Celebration of Uniqueness What makes us different is our superpower.
	Growth Nurturing the strength to grow and succeed.
	Respect Respect for each other and the world we live in.

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Position: Principal

Purpose

To establish a clear and consistent framework for communication and relationship-building at Strathmore College, ensuring a safe, respectful, and supportive environment for all students.

Scope

This procedure applies to all students, staff, and stakeholders involved in the educational experience at Strathmore College.

Principles

Strathmore College is committed to:

- Creating a positive educational experience.
- Supporting students in rewriting their personal narratives.
- Building trust as a foundation for growth and achievement.

Core Values and Expectations

1. Compassion

We foster a culture of empathy and understanding.

Expectations:

- Staff will not judge students and expect the same in return.
- Judgmental comments are discouraged as they can cause harm.

Examples:

- Instead of saying “You’re always late,” say “Is everything okay? Do you need help managing your time?”
- If someone is struggling, offer support rather than criticism.

2. Tolerance

We respect and value diverse perspectives and beliefs.

Expectations:

- Respect for differing opinions is essential.
- Offensive or discriminatory conversations are not permitted.
- Disagreements should be handled with maturity and respect.

Examples:

- If a classmate expresses a different political view, respond with “I see it differently, but I respect your opinion.”
- Avoid making jokes or comments about someone’s religion, culture, or identity.

3. Kindness

We respond to challenges with patience and care.

Expectations:

- Dysregulation is understood as a form of communication.

- Staff will respond with support, active listening, and understanding.

Students are expected to:

- Refrain from verbal or physical assault.
- Actively participate in learning activities.
- Follow mobile phone guidance in all sessions, work placements, and external college settings.
- Maintain a clean and safe environment, report damage, and take pride in the college.
- Use respectful and inclusive language.

Examples:

- If someone is upset and raises their voice, respond calmly and ask, “Would you like to talk about what’s going on?”
- Participate in group work even if you’re having a tough day—your presence matters.
- Put your phone away when asked, showing respect for the learning environment.
- Pick up litter or report broken equipment to help maintain a positive space.
- Use language that is inclusive and avoids slang or terms that could offend others.

Professional Conduct

College life mirrors workplace expectations to prepare students for employment or higher education. All students are expected to uphold professional standards in communication and behaviour.

Non-Compliance Procedure

If a student intentionally breaches the communication or relationship expectations, the following steps will be taken:

Step 1: Verbal Warning

- Incident logged on student record.
- Meeting with student and parent/carer (in person or via call).

Step 2: Written Warning

- Formal meeting with student and parent/carer.
- Written warning issued outlining the issue and support plan.

Step 3: Formal Action

- Depending on the severity of the behaviour, one or more of the following actions may be taken:
- Suspension or exclusion.
- Review and modification of the student’s college programme.
- Multi-Disciplinary Team (MDT) or professionals meeting.
- Note: In cases of severe behaviour, suspension may be immediate, followed by appropriate meetings.

Step 4: Support Meeting

- A face-to-face meeting will be arranged with the student, SEND keyworker, parent/carer, and/or social worker, as appropriate.