



ST JOHN'S
SCHOOL
LEATHERHEAD

Policy Title: Behaviour, Rewards, Sanctions and Discipline

Date of Issue: December 2011

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References:

1. School Standards and Framework Act 1998
2. Education and Inspections Act 2006
3. School's Policy on Physical Restraint

BEHAVIOUR

St John's School's expectations require the highest standards of courtesy, integrity, good manners, good discipline and respect for the needs of others. We expect, and parents accept, that each pupil will take a full part in the activities of the School, will attend each school day, will be punctual, will work hard, will be well-behaved and will comply with the School Rules about the wearing of uniform and appearance. Good behaviour is promoted at St John's in several ways. There is a strong pastoral ethos at the School which encourages positive moral and social attitudes. Chapel, Assembly and PSHCE lessons all focus on values (especially kindness, generosity, tolerance, citizenship and social responsibility). Teachers are expected to act as positive role models, as are prefects, mentors and older pupils. A list of common courtesies is displayed in each tutor room. We set out these requirements in order that each pupil will set an example and offer strong moral leadership when they take their place in society beyond school.

The School Rules are set out in the Pupil Handbook and other documents, such as the Parent Handbook, which are published annually. Parents and pupils have an opportunity on request to see the School Rules before they accept the offer of a place. When parents accept the place for their son or daughter, they confirm that they accept the authority of the Headmaster and of other members of staff on the Headmaster's behalf to take all reasonable disciplinary or preventative action necessary to safeguard and promote the welfare of each pupil and the School community as a whole. This policy, and the School Rules current at the time, applies to all pupils when they are on the School premises, or in the care of the School, or wearing School uniform, or otherwise representing or associated with the School, including a school trip or activity at any place or time. Discipline is not an end in itself, but rather a means to ensure that all pupils are able to benefit fully from the opportunities the School provides. This policy therefore needs to be read in conjunction with other policies, for example Anti-Bullying, Special Educational Needs and Equal Opportunities, and also with the Pupil and Parent Handbooks. St John's Staff can rely on full support from senior colleagues in applying the School's discipline policy.

High standards of behaviour, manners and discipline are expected of all pupils at all times. Pupils are expected to behave in such a way as to bring credit to the school. All pupils are annually issued with copies of the School Rules in their Pupil Handbook.

Particular attention is drawn to the following points:

1. All conduct which is anti-social or tends to bring discredit to the School, whether on the premises or elsewhere, is deemed a breach of School Rules.
2. All pupils are expected to know and display common courtesies at all times particularly in the presence of adults and in the classroom situation. Staff will make clear their expectations in this respect. The 'Common Courtesies' are on display in every tutor room (*reproduced below*).
3. All pupils should be aware that the School expects high standards of appearance at all times. Pupils must travel to and from School in uniform unless they have permission to wear alternative clothing.
4. Pupils needing to miss lessons or other School commitments must explain the circumstances to the appropriate teachers **in advance** and have obtained the permission of their Senior House Staff.
5. Sports fixtures are compulsory for all those boys and girls selected to represent the School, and the majority of the fixtures take place on Saturdays. All pupils must understand this expectation before they arrive and will be reminded of it when appropriate.
6. Pupils need to be aware of and adhere to the timings of their commitments. Punctuality is a requirement and a courtesy.

7. All allegations of abuse by staff against pupils will be taken seriously and investigated thoroughly in accordance with government procedures and advice. However, all pupils and parents must be aware that if any allegations made against staff turn out to be malicious or unfounded, then the School will deal with the perpetrator(s) most severely.

The Common Courtesies

All pupils are expected to be courteous at all times. Here is some particular advice.

1. Treat all people with politeness and respect, whoever they are and whatever they do.
2. Greet people: all members of staff and visitors to School.
3. If you see visitors to School looking lost, offer help to them: 'Are you looking for someone?' 'May I help you?'
4. If you approach a doorway at the same time as adults or visitors, you should allow them through the doorway first. Do not push ahead.
5. Open doors for adults and let them go first.
6. It is courteous to allow women to precede men through doors and for men to open doors of cars for women or the elderly.
7. If you do not know their names, it is perfectly acceptable to call men 'Sir' and women 'Ma'am'.
8. Take your hands out of your pocket when talking to members of staff, other adults or School Prefects, when walking in and out of Chapel or on similar formal occasions.
9. Listen attentively to people when they are talking to you; look interested, do not interrupt and wait for your turn to speak. In our culture it is considered rude not to look directly into the eyes of the person who is talking to you.
10. Respond promptly, in writing, whenever you receive a written invitation to a School or private function. A written note of thanks to your host or hostess is always appropriate after a party or a meal. A written note to the organiser of a trip or expedition is also an appropriate way to express your thanks.
11. The most common courtesy of all is merely to add 'Please' to all requests and say 'Thank you' for all services rendered. 'I am sorry', said sincerely, helps when things have gone wrong.
12. Remember that you are ambassadors for the School at all times; you should be smart, courteous, thoughtful and respectful while in Leatherhead or travelling to or from School.

REWARDS AND SANCTIONS

Rewards

Rewarding pupils for positive achievements is considered to be extremely important in developing a positive ethos within the School. The following specific rewards are used, although staff are encouraged at all times to offer pupils positive feedback on their efforts and achievements.

Academic

- **Effort prizes** are awarded termly to those pupils who have achieved the highest overall effort grades in their year group. Approximately 20 pupils in each year group will be recognised with Effort Prizes each term.
- **Credits** are awarded to pupils for a good piece of work relative to their ability.
- **Coursework Commendations** are awarded to pupils who have produced good quality coursework. These are worth two Credits.
- **Distinctions** are awarded to pupils who produce work of exceptional quality relative to their ability. The Headmaster will expect to have the work shown to him by the pupil so that the pupil can be congratulated. This award will be noted and placed on the school record of the pupil and is worth two credits.

- **Headmaster's Credit Prizes** are awarded to pupils who have gained the appropriate number of credits: ten in the junior school and seven in the Sixth Form (Coursework Commendations and Distinctions each count as two credits).

Colours

School Colours and Half Colours are awarded for outstanding achievement to a sporting, cultural or service activity. Recommendations for Colours or Half Colours are made to the Headmaster who has the ultimate say in whether an award is made. Service Awards may be made to those who have given strong support to an activity over a period of time. Colts Colours may be given to those who are in the Upper Fifth form who have made outstanding contributions to an activity. In exceptional circumstances, Colts Colours may be awarded to members of the Fourth Form/Lower Fifth.

Senior and Junior House Colours are awarded to those who have made a strong contribution to house activities.

It is sometimes pointed out that whilst bad behaviour is clearly punished, good behaviour goes unrewarded. In a sense this is unavoidable – especially if we take good behaviour to be the norm. Nevertheless, a record of good behaviour will be noted, placed on the School Record, notified to parents and will be a major aspect of consideration for promotion to School and House appointments.

Sanctions

The School's policy is under-pinned by the following fundamental principles:

1. The level of punishment should be proportionate to the seriousness of the offence.
2. Punishment must be fair and consistent and, where possible, seen to be so by the pupil(s).

Physical Intervention

Section 93 of the Education and Inspections Act 2006 enables school staff to use such force as is reasonable in the circumstances to prevent a pupil from doing, or continuing to do, any of the following: a) committing an offence b) causing personal injury or damage to the property of any person (including the pupil himself); or c) prejudicing the maintenance of good order and discipline at the school or among any pupils receiving education at the school, whether during a teaching session or otherwise.

Reasonable force is generally accepted as meaning the minimum force required in a given situation.

As is set out in the St John's School's Parent Contract, parents give their consent to such physical contact as may accord with good practice and be appropriate and proper for teaching and instruction and for providing comfort to a pupil in distress or to maintain safety or good order, or in connection with a pupil's health or welfare.

Corporal punishment

Under Section 131 of the Schools Standards and Framework Act 1998, corporal punishment is prohibited for all pupils in independent schools, including St John's.

House Sanctions

The following guidelines are taken from the appropriate section in the House Handbooks:

- Refer to the Misdemeanours (Major and Minor) at Appendix A.
- All Sanctions given in House should be in accordance with School/House Policy and should be recorded in the House Sanction Log.
- Sanctions must be applied consistently across all houses. The Sanctions listed at Appendix A (Minor Misdemeanours) should be used by all houses for reference.
- At no time should Sanctions be of a physical nature, humiliating or degrading.

- At the end of each term the Deputy Headmaster will sign off the House Sanction Logs.

Detentions

These are awarded for other breaches of School discipline. There are four categories of detention: Lunchtime Detention, Friday Detention, Deputy Headmaster's Detention and Headmaster's Detention.

The following guidelines should be applied in awarding detentions. If in doubt about the appropriate sanction, staff are asked to discuss the matter with the Deputy Headmaster or Deputy Head (Academic). Sanctions should only be applied as a last resort after other avenues have been explored. Pupils should have a clear picture of the expectations of all staff and should also be given the opportunity to meet and to maintain the standards expected before any sanction is applied. It is equally important that both good behaviour and the adherence to the common courtesies are praised at every opportunity and Senior House Staff should be informed if such praise has been given so that it can be reinforced.

While it is important to treat all pupils equally, it is accepted that staff must take additional care when administering detentions to pupils who have Special Educational Needs, particularly if they have organisational difficulties. The Deputy Head (Academic) will sometimes moderate the detention system in order to support a pupil, especially if they have known SEN.

Consideration will also be given to any pastoral matters that may have an impact on a pupil's behaviour in class or around School, or on the quality of their work. Where there are, for example, problems at home, there is room for flexibility in the sanction system at the discretion of the Deputy Headmasters on the advice of SHS or tutors. In such situations the detention system is often useful in highlighting anomalies or possible problems. Each incident will be dealt with on a case-by-case basis.

Lunchtime Detentions

These are awarded, following appropriate warnings, to pupils in the Fourth Form, Lower Fifth or Upper Fifth by any member of the teaching staff for the following offences:

- Failure to complete prep
- Poor quality prep
- Poor conduct in class
- Failure to be properly equipped for class.

Lunchtime Detentions should not be given for any other reason. Other offences should either result in Friday, Deputy Headmaster's or Headmaster's Detentions (see below) or be dealt with using house-based punishments administered by Senior House Staff. The Lunchtime Detention system is administered by the Deputy Head (Academic) and run by members of staff. Three Lunchtime Detentions lead automatically to a Friday Detention. In some circumstances lunchtime detentions may also be given to the Sixth Form who have failed to meet a work deadline.

Friday Detentions

These are awarded by the Deputy Headmaster, Senior House Staff, Director Co-Curricular or Deputy Head (Academic) and are accompanied by an email to parents. They are awarded for the following types of offence:

- Failure to attend activities (including games and music practices) without the appropriate permission
- Failure to inform a member of staff of absence from a lesson/activity
- Misconduct in class deemed to be more serious than would normally merit a lunchtime detention

- Misconduct outside class which cannot satisfactorily be dealt with using a house-based punishment
- A breach of the School Rules (e.g. chewing gum, incorrect use of mobile phones, unacceptable dress or appearance etc)
- Being out of designated study area during private study time
- Persistent late arrival to Registration/De-registration.

There are two Friday Detentions. The Deputy Headmaster administers conduct detentions; the Deputy Head (Academic) administers academic detentions. Three Friday Detentions lead automatically to a Deputy Headmaster's Detention. A Friday Detention lasts one hour and takes place each week on a Friday evening from 5.30 – 6.30 p.m. It is run by either the Deputy Headmaster or the Deputy Head (Academic).

Deputy Headmaster's Detentions

These are awarded by the Deputy Headmaster, Senior House Staff, Director Co-Curricular or Deputy Head (Academic) for more serious breaches of School discipline. They are accompanied by an email to parents. Deputy Headmaster's Detentions are awarded primarily, but not exclusively, for academic reasons, e.g. Sixth Formers whose academic work or effort is particularly unsatisfactory. This generally follows from the Listing system administered by the Deputy Head (Academic). Junior pupils may be given Deputy Headmaster's Detentions for work-related issues, but these should only arise after consultation with the Deputy Head (Academic). The Deputy Headmaster's Detention system is administered by the Deputy Head (Academic). A Deputy Headmaster's Detention lasts 1½ hours and takes place each week from 7 – 8.30 p.m. on a Friday evening. Day pupils are expected to leave School at 5.30 p.m. and return at 7 p.m. unless agreed otherwise with their housemaster/mistress. It is run by HoDs and SHS (Day Houses).

The following would, for example, merit a Deputy Headmaster's Detention:

- Rudeness to a member of staff
- Missing a lesson without the appropriate permission
- Missing morning chapel/Assembly without the appropriate permission
- Being told by a member of staff to leave a lesson for disciplinary reasons
- Misconduct deemed to be too serious for a Friday detention but not meriting a Headmaster's Detention.
- Being off site during school hours without the appropriate permission
- Entering other pupils' space (to include desk area/ locker) without permission
- Certain driving offences (e.g. using the car during the School day without permission)

Any pupil who receives three Deputy Headmaster's Detentions in one term can expect to be asked to see the Deputy Headmaster who may wish to apply more serious sanctions.

Headmaster's Detentions

These are accompanied by a letter to parents and are awarded by the Deputy Headmaster, Senior House Staff or Deputy Head (Academic) for very serious breaches of School discipline that do not quite (in the first instance) merit suspension. They may also be awarded for repetition of an offence that initially merited a Deputy Headmaster's Detention. The Headmaster's Detention system is administered by the Deputy Headmaster. A Headmaster's Detention lasts two hours and takes place as required from 7 – 9 p.m. on a Saturday. It is run by the SHS/Assistant (Boarding Houses) on duty that particular evening.

The following would, for example, merit a Headmaster's Detention:

- Swearing at a member of staff
- Leaving a boarding house after 10.15 p.m. without permission
- Missing a school fixture without appropriate permission
- Deliberate vandalism

- Minor theft
- Violence
- Misuse of fire extinguishers
- Certain driving offences (e.g. giving or receiving a lift without appropriate parental permission)
- Missing a Deputy Headmaster's Detention without excuse

Any pupil who receives two Headmaster's Detentions in one term can expect to be asked to see the Headmaster who may wish to apply more serious sanctions.

The lists for offences meriting a Friday, Deputy Headmaster's or Headmaster's Detention are not exclusive, but are merely given as a guide. Where a particular offence is not listed, a discussion with the Deputy Headmaster or Deputy Head (Academic) regarding the appropriate punishment is important to ensure consistency. Any punishment must, in any case, take into consideration the particular circumstances under which an offence has been committed.

Fines

A pupil may be fined a sum of money (maximum £50) if School property is vandalised or if the fire alarm system is tampered with. (Damage repair costs may involve additional payments.)

Fines will also be levied on pupils who are found smoking, who have clearly been smoking, or are in possession of tobacco. Details may be found in both the Pupil and Parent Handbook in the 'Policy on Dangerous Substances'. All monies collected from these fines will be donated to the school charity.

Suspensions

A suspension may be given by the Headmaster for either repeated acts of indiscipline or for a single serious breach of School rules. A pupil suspended will be sent home for a specified period of time. A pupil given a **Reverse Suspension** will be required to be at School at a time when he/she would normally be free to be at home (e.g. over the weekend or in the holidays).

Removal and Permanent Exclusion

- a) **Removal at the request of the School** - Parents may be requested during, or at the end of a term, to remove a pupil, without refund of fees, from the School, if, after consultation with the parents, the Headmaster is of the opinion that the conduct or progress of the pupil has been unsatisfactory or if the pupil, in the judgement of the Headmaster, is unwilling or unable to profit from the educational opportunities offered (or a parent has treated the School or members of the staff unreasonably) and in any such case removal is considered to be warranted. Fees in lieu of notice will not be charged but all outstanding fees will be payable in full.
- b) **Permanent Exclusion** A pupil may be permanently excluded at any time if the Headmaster is reasonably satisfied that the pupil's conduct (whether on or off School premises or in or out of term time) has been prejudicial to good order or School discipline or to the reputation of the School. There will be no refund of fees following permanent exclusion (and all unpaid fees must be paid). Fees in lieu of notice will not be charged.

Permanent Exclusion Review Procedure

In the event of the Headmaster permanently excluding a pupil from the School, the pupil's parents or recognised guardian may request a review of the decision by the School's Governors.

The Application for a review ("The Application") must be made in writing to:-
The Clerk to the Governors
St John's School
Epsom Road
Leatherhead, Surrey, KT22 8SP

The Application must be received within 14 days after the Headmaster's notification of the exclusion and the right to a review will lapse if it is not.

In making the Application the parents/guardian should set out:-

- (i) The decision appealed against and the date of the exclusion
- (ii) A factual summary of the circumstances.
- (iii) The grounds for dissatisfaction.
- (iv) Any new evidence not available to the Headmaster at the time of his decision.

On receipt of the Application the Chairman of the School Governors shall appoint a Committee to consider the Application. The Committee shall consist of two Governors and an independent member, all of whom shall be appointed by the Chairman of the Governors. The Chairman of Governors will appoint a Chairman of the Committee who shall be a Governor. The Committee shall include at least one female in the case of the exclusion of a female pupil.

The Chairman of the Committee shall convene a meeting of the Committee ("The Hearing") to consider the Application within ten working days of its receipt.

The Committee members shall be provided in advance of the Hearing with a copy of the Application together with the Headmaster's Report ("The Headmaster's Report") and copies of any papers referred to in the Application or the Headmaster's Report. The Chairman of the Committee may request additional information from the parents/guardian or the Headmaster prior to the Hearing. The Headmaster's Report together with any additional information will be sent to the parents/guardian at least three days before the Hearing and the Committee will take into account any response from the parents/guardian.

Having considered the papers, the Chairman of the Committee may request the attendance at the Hearing of any members of staff or other parties referred to in the Application, Headmaster's Report or other papers presented to the Committee and these parties shall attend the Hearing and give oral evidence if required by the Committee.

The parents/guardian will be allowed to appoint another person to represent their interest and the Hearing may be attended throughout by the Headmaster, the parents/guardian and the pupil.

The Headmaster and the parents/guardian shall have the opportunity to present their case to the Committee, to examine such witnesses as may be called by the Chairman of the Committee and to discuss the issue fully. When all the evidence has been submitted, the Committee shall retire to make their decision. Such decision shall be final and shall be communicated to the parents/guardian by the Clerk to the Governors within five working days of the meeting.

The Clerk to the Governors shall attend the meeting and shall be responsible for communicating the decision to the parents/guardian.

The decision of the Committee is final. This Appeal Procedure also applies to the section headed "Removal at the Request of the School".

Appendix A Misdemeanours (Major and Minor)

Major Misdemeanours		
Sanction	Description	Typical Offences
6th Form Listing	Entry onto the Listing Card, which is followed up and dealt with by the Academic Deputy. Three of these or two in any one subject lead to a Deputy Headmaster's detention.	<ul style="list-style-type: none"> • Normally used for incomplete work, poorly completed work or work that has not been submitted on time.
Weekday Lunchtime Detention (4th; L5th and U5th)	Detention held in the Assembly Hall at Lunchtimes (Monday-Friday) 12.55 – 1.25. Supervised by Academic Staff. Three of these result in escalation to a Friday Detention	<ul style="list-style-type: none"> • Normally used for incomplete work, poorly completed work or work that has not been submitted on time. • Poor Organisation, ill-discipline/disruption in lessons.
Friday Detention	An hour Long detention held on Friday evening at 5.30 pm – supervised by the Deputy Headmaster or Deputy Head (Academic). Three of these detentions results in escalation to a Deputy Headmaster's detention.	<ul style="list-style-type: none"> • Persistently poor behaviour e.g. receiving 3 lunchtime detentions • Unauthorised absence from a school commitment e.g. activities/sport and other inconsiderate behaviour of a reasonably serious nature • Poor Behaviour in Chapel • 2nd Offence Smoking
Deputy Headmaster's Detention	<p>90 minute detention held each Friday from 7pm. Supervised by a senior member of staff. After the detention (8.30pm) boarders return to their houses for the rest of the evening; day-pupils go straight home.</p> <p>Deputy Headmaster's detention(s) may be given in conjunction with other punishments.</p>	<ul style="list-style-type: none"> • Rudeness to a member of staff • Missing morning chapel/Assembly without the appropriate permission • Misconduct deemed to be too serious for a Friday detention but not meriting a Headmaster's Detention. • Being off site during school hours without the appropriate permission • Entering other pupils' space (to include desk area/ locker) without permission • Certain driving offences (e.g. using the car during the School day without permission) • Pupil possessing or consuming alcohol on school premises (without permission or approval of staff) • Failure to attend Friday Detention. • Bringing the school into disrepute • Serious violation of the code of conduct & failure to observe regulations: • Breaking the school rules relating to pornography; involvement with dangerous games; serious violation of ICT contract. • Three Friday Detentions
Headmaster's Detention	2 hour detention held on a Saturday night when required. Supervised by the boarding house staff on duty.	<ul style="list-style-type: none"> • Swearing at a member of staff • Leaving a boarding house after 10.15 p.m. without permission • Missing a school fixture without appropriate permission • Deliberate vandalism • Minor theft • Violence • Misuse of fire extinguishers • Certain driving offences (e.g. giving or receiving a lift without appropriate parental permission) • Missing a Deputy Headmaster's Detention without excuse
Suspension	Temporary exclusion. The pupil is sent home for a period of between two and five days.	<ul style="list-style-type: none"> • Vulgar or grossly inappropriate behaviour • Deliberate vandalism & theft

<p>Reverse Suspension</p>	<p>The time is intended for reflection and discussion with parents/guardians.</p> <p>The length of the suspension will depend on the particular circumstances in each case.</p> <p>The pupil is required to be at School at a time when he/she would normally be free to be at home (e.g. over the weekend or in the holidays)</p>	<ul style="list-style-type: none"> • Violence • Bullying (see anti-bullying policy) • Boarders breaking out of the house • Inappropriate use of email/ICT • Persistent flouting of School Rules/Code of Conduct. • Use of alcohol while under School Rules. • Usually used for serious academic problems in order to sanction the pupil but allow them to catch up on missed work.
<p>Withdrawal/Removal/Expulsion</p>	<p>Permanent Exclusion.</p>	<ul style="list-style-type: none"> • Failure to respond to a final, written warning. • Incident of appropriate severity.

Minor Misdemeanours	
Misdemeanour	Punishment
Late Up or Late to Bed	<ul style="list-style-type: none"> • Early Rising 7:15am
Late to Roll Calls	<ul style="list-style-type: none"> • Early Rising 7:15am • On occasion the Pupil may be 'house gated' (not allowed to leave the house)
Anti-social or inappropriate behaviour	<ul style="list-style-type: none"> • Interview with Senior House Staff • On occasion the Pupil may be 'house gated' (not allowed to leave the house). • Day pupils may be placed in Friday Detention or in cases deemed serious enough pupils may receive a Deputy Headmaster's Detention
Inappropriate Use of phones or computers after lights out	<ul style="list-style-type: none"> • Early Rising 7:15am • On occasion the phone or computer may be confiscated overnight. If the pupil reoffends the decision can be taken to extend the length of overnight confiscation.
Unexplained Absence from Activities	<ul style="list-style-type: none"> • Interview with Senior House Staff or Tutor • Apology to Staff in Charge • Placed in a Friday detention; three unexplained absences per term will result in a Deputy Headmaster's Detention
Minor Damage	<ul style="list-style-type: none"> • A fine of up to £50 and the pupil will pay for the damage. A letter will be sent home from the Senior House Staff to explain the reason for the addition to the School Bill
Major Damage	<ul style="list-style-type: none"> • A fine of up to £50 and the pupil will pay for the damage; Interview with the Deputy Headmaster. If the case is seen to be blatant vandalism then the pupil will receive a Headmaster's detention.
Off Site without signing out	<ul style="list-style-type: none"> • 1st Offence • Loss of Down Town privileges, and 15 minute gating over lunchtime for an appropriate time period (decided by Senior House Staff) • 2nd Offence • Friday Detention and Letter Home • 3rd Offence • Deputy Headmaster's Detention and Letter Home
Defiance of staff	<ul style="list-style-type: none"> • Interview with Senior House Staff and action taken as appropriate, historically this has resulted in a Deputy Headmaster's
Swearing	<ul style="list-style-type: none"> • Interview with Senior House Staff • Repeated offences result in House Cleaning
Chewing Gum	<ul style="list-style-type: none"> • 1st Offence • Warning and Senior House Staff Informed • 2nd Offence • Friday Detention and Letter Home
Smoking	<ul style="list-style-type: none"> • First offence in a term: £20 fine and a letter to parents • Second offence in a term: £40 fine, 90 min Deputy Headmaster's detention and a letter to parents • Third offence in a term: Headmaster's Detention and/or asked take medical advice. <p>Money collected from fines will be donated to the school charity.</p> <ul style="list-style-type: none"> • In addition to the above, any pupil found smoking in a school building is likely to receive a three day suspension. • Any pupil found in the presence of smokers can expect to be treated in the same way as those found smoking