

# POLICY

## Wirral Grammar School for Boys



<b>Policy</b>	Behaviour & Antbullying Policy
<b>Responsible Manager</b>	Pete Harrison
<b>Approval Date</b>	17 <sup>th</sup> October 2024
<b>Review Date</b>	17 <sup>th</sup> October 2025
<b>Approved by</b>	Governing Board

### 1. Background

This has been developed through continuous consultation with both staff and students. There were four underlying principles that were established:

- Coherency
- Consistency
- Renewed Emphasis on Reward and Achievement
- Leadership

### 2. Aim

This policy aims to:

- Create a positive culture that promotes excellent behaviour, ensuring that all pupils have the opportunity to learn in a calm, safe and supportive environment
- Establish a whole-school approach to maintaining high standards of behaviour that reflect the values of the school
- Outline the expectations and consequences of behaviour
- Provide a consistent approach to behaviour management that is applied equally to all pupils
- Define what we consider to be unacceptable behaviour, including bullying and discrimination

The School's Anti-bullying policy is included within this policy. The attendance policy is separate.

### 3. Government Guidelines

This policy is written and reviewed with regard to the latest government guidelines. At the time of adoption of this policy, the relevant documents from the Department of Education being:

- > [Behaviour in schools: advice for headteachers and school staff 2022](#)
- > [Searching, screening and confiscation: advice for schools 2022](#)
- > [The Equality Act 2010](#)
- > [Keeping Children Safe in Education](#)



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- > [Suspension and permanent exclusion from maintained schools, academies and pupil referral units in England, including pupil movement 2023](#)
- > [Use of reasonable force in schools](#)
- > [Supporting pupils with medical conditions at school](#)
- > [Special Educational Needs and Disability \(SEND\) Code of Practice](#)
- > Schedule 1 of the [Education \(Independent School Standards\) Regulations 2014](#)
- > [DfE guidance](#)

This policy complies with our funding agreement and articles of association.

### 4. Introduction

This policy shapes the school's ethos and makes a statement about how the school values and includes all the people in it. Positive behaviour and attendance are essential foundations for a creative and effective learning and teaching environment in which all members of the school community can thrive and feel respected, safe and secure. The rigorous and consistent implementation of this policy is an important factor in gaining pupils' and parents' confidence in the school and in attracting and retaining good quality and highly motivated staff.

### 5. Acceptable and unacceptable behaviour

The school defines acceptable behaviour as that which allows effective learning to take place and that creates an environment in which pupils are safe. This will be behaviour which promotes courtesy, co-operation and consideration from all pupils in terms of their relationships with other pupils within/outside the school, teachers and other school staff and with visitors or other persons within/outside the school premises.

The school defines unacceptable behaviour as that which prevents effective learning to take place or creates an environment in which pupils are unsafe. It is unacceptable to behave in lessons in a manner which prevents the teacher from teaching as he or she would wish, so that fellow pupils have their education disrupted. The school has identified examples of particularly unacceptable behaviour as that which includes name-calling, bullying and harassment, including racist, sexist and homophobic abuse. In addition, it is totally unacceptable to use violence on another person whatever the provocation. The standard of behaviour which is expected of pupils is outlined in the Student Code of Conduct on the school website.

### 6. Roles and responsibilities

Promoting positive behaviour for learning and a safe environment is the responsibility of every member of the school community, pupils, staff and parents all have a role to play in ensuring that our school is a positive and safe place to learn and develop. The following, however, have specific roles to play in its implementation.



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- The Governing Body, in consultation with the Headteacher, staff and parents will keep the policy for the promotion of good behaviour for learning under review. It will ensure that it is communicated to students and parents, is non-discriminatory and that expectations are clear.
- The Headteacher is responsible for the implementation and day-to-day management of the policy and procedures.
- Staff, including teachers, support staff and volunteers, will be responsible for ensuring that the policy and procedures are followed, and consistently and fairly applied. Staff have a key role in advising the Headteacher on the effectiveness of the policy and procedures. They also have responsibility, with the support of the Headteacher, for creating a high quality learning environment, teaching good behaviour for learning and implementing the agreed policy and procedures consistently.
- The Governing Body, Headteacher and staff will seek to ensure there is no differential application of the policy and procedures on any grounds, particularly ethnic or national origin, culture, religion, gender, disability or sexuality.
- They will also endeavour to ensure that the concerns of students are listened to and appropriately addressed.
- Parents and carers are encouraged to work in partnership with the school to assist the school in maintaining high standards of behaviour and will have the opportunity to raise with the school any issues arising from the operation of the policy. Behaviour and discipline are the shared responsibilities of all students, staff and parents.
- Students will be expected to take responsibility for their own behaviour and will be made fully aware of the school policy and expectations. Students also have a responsibility to ensure that incidents of disruption, violence, bullying and any form of harassment are reported.

## School Behaviour

The school endeavours to create a culture that promotes excellent behaviour.

Pupils are expected to:

- Behave in an orderly and self-controlled way
- Show respect to members of staff and each other
- In class, make it possible for all pupils to learn
- Move quietly around the school
- Treat the school buildings and school property with respect
- Wear the correct uniform at all times
- Accept sanctions when given
- Refrain from behaving in a way that brings the school into disrepute, including when outside school or online

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Where appropriate and reasonable, adjustments may be made to routines within the curriculum to ensure all pupils can meet behavioural expectations in the curriculum.

### **Recognition and Rewards (See Appendix 3 and 4 for the Rewards Ladder)**

#### *Responding to good behaviour*

When a pupil's behaviour meets or goes above and beyond the expected behaviour standard, staff will recognise it with positive recognition and reward. This provides an opportunity for all staff to reinforce the school's culture and ethos.

Positive reinforcements and rewards will be applied clearly and fairly to reinforce the routines, expectations and norms of the school's behaviour culture.

Positive behaviour will be rewarded with:

- > Verbal praise
- > Communicating praise to parents/carers via a phone call or written correspondence
- > Certificates, prize ceremonies or special assemblies
- > Positions of responsibility, such as prefect status.
- > Whole-class or year group rewards, such as a popular activity

The reward system centres on the awarding of commendations in 4 key areas:

- **Academic Excellence**
- **Persistence/ Perseverance (Improvement)**
- **Participation – Leadership/ Music/ Sport/ Other**
- **Helping Others**

All staff, both subject and support staff, may award commendations, but they should not exceed more than one commendation per achievement.

Without exception, success is to be celebrated at all levels and staff should use verbal praise as much as possible, wherever and whenever it is appropriate.

Our school uses the regular awarding of praise and rewards to inculcate in our pupils an ethos of the benefits of hard work and perseverance. Our system creates a ladder of success.

- Each teacher awards at least three commendations per lesson. These are recorded electronically and reported in Form Groups.
- Pupils in each year group are publicised on the Student of the Week board, parents are contacted and Head of Years celebrate their success.

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- Each term the students with the highest number of commendations are given colours which will take the form of a metal badge worn on their blazer. These will represent the 4 areas in which commendations are awarded.
- The school holds an annual Awards Ceremony at the end of the academic year. At this, further recognition is given to those who have obtained an outstandingly high number of commendations. It is also a forum for the presentation of prizes and certificates for effort and attainment in specific subject areas as well as for outstanding levels of attendance. Supplementing this ceremony will be four House Award Ceremonies at which certificates for good behaviour, attendance and distinction in different subject areas will be presented.
- Finally the top 20 students in each house group will be taken on a rewards trip.

### 7. Classroom Management

Teaching and support staff are responsible for setting the tone and context for positive behaviour within the school.

They will:

- Create and maintain a stimulating environment that encourages pupils to be engaged
- Continually refer to rules and expectations agreed upon
- Develop a positive relationship with pupils, which may include:
  - Greeting pupils in the at the start of Form Period and lessons
  - Establishing clear routines
  - Communicating expectations of behaviour in ways other than verbally
  - Highlighting and promoting good behaviour
  - Having a plan for dealing with low-level disruption
  - Using positive reinforcement

### 8. Support for Pupils: behaviour, progress and attendance issues

The school looks to provide *support* for pupils who are at risk of disaffection, whose attendance or punctuality is poor, whose behaviour is often unsatisfactory or who are at risk of exclusion. This will include the following:

- One to one discussions between pupil and Head of Year, SENCO, Deputy Headteacher or Headteacher.
- Support from departments and subject teachers through teaching strategies or subject clinics.
- Discussions with parents / carers in which boy is involved.
- Support from the school's Learning Mentor.

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- Pastoral Support Programmes - used when Support from the SENCO if a Special Educational Need is suspected or identified which may result in an Individual Education or Behaviour Plan being drawn up.
- Support from the DHT (Pastoral) if a boy is in danger of exclusion.
- Involvement of outside agencies such as the Education Social Welfare Service and the Education Psychological Service.
- If deemed appropriate, pupils may follow a reduced or altered curriculum, co-ordinated by the Pastoral team.
- If appropriate, pupils may follow a reduced or altered curriculum, co-ordinated by the Pastoral team.

### 9. Strategies for dealing with Unacceptable Behaviour by pupils

As previously stated, the school defines unacceptable behaviour as that which prevents effective learning from taking place or creates an environment in which pupils are unsafe. There will also be in any school a small number of children who behave in an unacceptable manner more frequently. There is therefore a need for a range of strategies, including consequential sanctions, for dealing with inappropriate behaviour and for sanctions to register disapproval for unacceptable behaviour. It is important that these strategies and sanctions are understood by all and that they are applied consistently. The range of strategies which may be applied include those outlined in the following sub-sections.

#### 9.1 VERBAL WARNING

If the misdemeanour is minor, the teacher may first speak to the pupil giving an informal warning which is not recorded. In some circumstances, it may be more appropriate to do this away from other children.

#### 9.2 BEHAVIOUR REPRIMAND (See Appendix 2)

Behaviour Reprimands exist on three levels with level 3 being the most serious. A Behaviour Reprimand is a *formal* reprimand which is recorded and is used by subject staff and support staff. It is used for tracking behaviour across the school.

It is essential that a boy is told when he is given such a reprimand and that he knows why he is being given it. All members of staff teaching or supervising boys must use this system as it is not just a sanction but a way of recording, monitoring and communicating inappropriate behaviour.

**Parents are able to see all types of Reprimands via the Bromcom MCAS Application.**

#### Teacher Action (Incident Dependent)

If a behaviour reprimand is given it is expected that some form of 'teacher action' takes place. The 'teacher action' could range from a conversation to a teacher run detention at a breaktime or lunchtime.

**Blue Reprimands** (-1 point) to be recorded in one of these categories:

- *Lack of effort or not working*
- *Disruption*



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- *Late to School*
- *Late to Class*
- *Eating/Chewing*
- *Mobile Phone Use*
- *Behaviour - other*

If, having been given a Blue Reprimand in one of the categories above, the offence is repeated, a Yellow Reprimand is given. If the offence is repeated a third time this becomes a Red Reprimand (*Refusal to Cooperate*) and the pupil is removed from the lesson and sent to their Head of Department or the Leadership Group.

It may be possible for a pupil to receive more than one blue reprimand in a lesson provided that they are in a different category. However, the maximum number given in any one lesson should be two. After that, a red reprimand (Refusal to co-operate) should be considered.

**Yellow Reprimands** (-2 points) to be recorded in one of these categories:

- *Negative Peer Interaction*
- *Persistent Disruption*
- *Abuse of Equipment*
- *Disrespectful Behaviour*

If a pupil deserves a second yellow reprimand in a lesson this should become a red reprimand (refusal to cooperate).

**Red Reprimands** (-3 points) to be recorded in one of these categories:

- *Inappropriate Language to Adult*
- *Physical or Threatening Behaviour*
- *Refusal to Co-operate (including repeat of yellow reprimand behaviour)*
- *Serious Abuse or Bullying of another student*

A student who is given a red reprimand should be removed from the lesson. Any student removed from a lesson (other than for a brief "cooling off" period in the corridor) should also be given a red reprimand. When a pupil is given a red reprimand, the teacher should follow this with a brief explanatory note in an email to the Head of Year.

### **Consequences of Behaviour Reprimands**

Form Tutors have access to the recent reprimand record of pupils in their Form Group and will discuss their record with each pupil. The aim is to do this weekly. For pupils who receive only a small number of isolated blue reprimands a 'teacher action' may be the only consequence that they receive.



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Please see *Detentions (section 10.4)* and *Behaviour Points Table (Appendix 2)* for further detail on the escalation system. The roles and responsibilities of the HOD, HOF, HOY, DHT and HT for behaviour reprimands can be found here too.

### 9.3 REMOVAL FROM LESSON

Pupils may be removed from (sent out of) a lesson.

This would be for a brief period of time to defuse a situation (“cool off”) or for the teacher to talk to the pupil away from others. The pupil must remain close enough for the teacher to be able to continue to supervise him (e.g. outside of the classroom door). The period of time for which the pupil is out of the lesson before being readmitted should be short. There is no requirement for this removal to be recorded.

If a red reprimand is given, the pupil should be removed for the remainder of the lesson.

#### Supervision of pupil removed from lesson

Pupils removed from the remainder of a lesson remain the responsibility of the class teacher until a more senior colleague has accepted responsibility for them.

To ensure this, pupils removed from lessons may be sent to one of the following venues.

- The classroom of the Head of Department to be supervised by him or her.
- The classroom of the Head of Faculty to be supervised by him or her.
- An adjacent classroom to be supervised by a willing colleague (preferably from the same department).

If the matter is considered serious enough for the pupil to be sent to someone from the Leadership Group, then the alert button on Bromcom should be activated.

Class teachers must not send a boy to the following:

- A Head of Year or Deputy Headteacher.
- The Learning Resource Centre (LRC).
- The Pastoral Hub.

If a class teacher needs assistance with this (for example to find assistance or because a pupil refuses to leave the room) he or she should activate the alert button on Bromcom or send another boy to the main school office or Pastoral Hub with a message.



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### 10. Strategies for dealing with Academic Issues

Pupils come to school to learn and to achieve the highest possible outcomes in terms of examination and other success. Sometimes, through a lack of effort or application, a pupil may be hindering his own chances of fulfilling his potential with respect to this. There is therefore a need for a range of strategies to deal with unacceptable work or lack of effort. The range of strategies which may be applied include those outlined in the following sub-sections.

**Parents are able to see all types of Reprimands via the Bromcom MCAS Application.**

#### 10.1 VERBAL WARNING

If the issue is a minor one, the teacher may first speak to the pupil giving an informal warning which is not recorded or they may be asked to repeat a piece of work or complete it to a higher standard. This would represent a good consequential sanction.

#### 10.2 ACADEMIC REPRIMAND

This is a formal reprimand which is recorded. It is used for tracking work rate and effort in lessons and with respect to homework and coursework. It is essential that a boy is told when he is given such a reprimand and that he knows why he is being given it. All members of staff teaching or supervising boys must use this system as it is not just a sanction but a way of recording, monitoring and communicating work rate and effort.

There is only one level of academic reprimand – often known as “Pink Reprimands”.

#### Teacher Action (Incident Dependent)

If an academic reprimand is given it is expected that some form of ‘teacher action’ takes place. The ‘teacher action’ could range from a conversation to a teacher run detention at a breaktime or lunchtime.

#### Pink Reprimands

These should be issued if:

1. Student is ill-equipped for lesson, for example; Pink Rep – Missing Equipment or Pink Rep – No P.E Kit
2. Homework is a concern, for example; Pink Rep - Homework copied, Pink Rep – Homework incomplete or Pink Rep – Homework not attempted.

Therefore, there can only be two pink reprimands per lesson.

Unlike Behaviour Reprimands, Academic Reprimands do not escalate to a higher level. However, there is a “Blue” Behaviour Reprimand which is for “Lack of effort or not working”. This can be used if, in the judgment of the teacher, a pupil is making such a lack of effort or is producing so little work that it has



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become a behaviour issue. In this circumstance, the Head of department may be referred to in the first instance.

**Please see *Detentions (section 10.4)* and *Behaviour Points Table (Appendix 2)* for further detail on the escalation system. The roles and responsibilities of the HOD, HOF, HOY, DHT and HT for academic reprimands can be found here too.**

### **10.3 REFERRING PUPILS**

This is when a member of staff asks a colleague to deal with a pupil with whom they have a concern about behaviour, academic progress, attendance or punctuality.

The section on "Removal from Lesson" (above) should be read in conjunction with this. Class teachers or support staff should refer a pupil about whom they have such a concern to their Head of Department or Line Manager in the first instance. If a Form Tutor has a concern over the above they should refer a pupil to the boy's Head of Year.

Heads of Department should refer a pupil about whom they have such a concern to the boy's Head of Year or the Deputy Headteacher. This might include a boy who they have dealt with following a referral from a departmental colleague in a case when the Head of Department feels the concern is serious enough to also involve the boy's Head of Year.

Heads of Year should refer a pupil about whom they have serious or on-going concerns to the Deputy Headteacher according to the nature of the issue and their immediate availability. In exceptional circumstances the SDHT will substitute as appropriate. In the most serious of cases, a Deputy Headteacher may refer a boy to the Senior Deputy Headteacher or the Headteacher as appropriate.

When an incident occurs before school, at break, at lunchtime or after school, the Deputy Headteacher who leads the duty team on that day will deal with the incident. Support staff who are responsible for supervising pupils are to report incidents to the relevant Duty Team leader. The Duty Team leader is likely to request the support of the student's Head of Year to take a lead in any investigation.

### **10.4 DETENTIONS**

**We currently use a points-based detention/behaviour system. Pink (-1), Blue (-1), Yellow (-2) and Red (-3). Please see Appendix 2A**

**All** members of teaching staff have access to the reprimand record of all boys across the school. In this way all staff can monitor the work, effort and behaviour of individuals and teaching groups and take appropriate action.

**Form Tutor** – a form tutor will discuss records weekly with pupils. For pupils who receive only a small number of isolated reprimands, a conversation may be the only action taken.



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**Class Teacher** – a class teacher can issue a verbal warning, a reprimand or a ‘teacher action’. The ‘teacher action’ could range from a conversation to a teacher run detention at a breaktime or lunchtime. It is not expected that a teacher run detention would be any longer than 20 minutes.

**Head of Department** – once **3** points are met within a department area, a HOD detention would take place for a pupil. For example, 3 x 1 Pink Reprimand or 1 Blue and 1 Yellow = HOD Detention. This detention is 20 minutes long at lunchtime.

**Head of Faculty** – once **5** points are met within a faculty area, a HOF detention would take place for a pupil. For example, 5 x 1 Blue Reprimand or 1 x Pink Reprimand and 2 x Yellow Reprimands = HOF Detention. This detention is 30 minutes long at lunchtime.

**Head of Year** – once **10** points are accumulated across all areas, a HOY detention would take place for a pupil. This detention will last 30 minutes at lunchtime.

**Deputy Headteacher After School** – once **15** points are accumulated across all areas, a DHAS detention would take place for a pupil. This detention will last 60 minutes after school. This detention will be run by the Deputy Headteacher or in his absence the Head of Faculty for Student Services.

Each Head of Year has access to and regularly monitors the reprimand record of boys in his or her year group. The Head of Year will judge when this record is such that they need to take further action. This action may include one or more of the following:

- Interviewing the boy
- Lunchtime detention or isolation (of which parents are not notified)
- After school detention (of which parents are notified)
- Placing the boy on lesson report (parents will be informed)
- Contacting parents by telephone, email or letter
- Arranging to meet with parents

**HOY Lunchtime Detention** - These are held from 12.40-13.10pm Monday to Thursday and 12.40-13.40pm on a Friday. This is used as both a Late to School Detention and Academic/Behavioural Detention and is run on a rota by HOYS. Heads of Year have autonomy over this detention and therefore, should be consulted before a boy is placed in this detention. A boy who fails to attend will be dealt with by his Head of Year and a more serious sanction is likely to be imposed. This could mean a 1 hour lunchtime detention on a Friday for example.

Such detentions are considered to be a low level sanction and parents are not informed of such a detention taking place unless the Head of Year feels it is necessary. Boys in Y7 – Y11 will normally be required to copy out the “Core Expectations” document. Older boys will normally be allowed to engage in suitable coursework including using computers if available in the room. All detentions will be logged by the Pastoral Support Manager.



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On a Friday (1hour detention) boys must be allowed reasonable time to eat, drink and use the toilet. The Head of Year who supervises the detention from 13.10pm will ensure that this is the case.

**Departmental Lunchtime Detention** (organised by Head of Department or Class Teacher) to be held in a classroom of the department. Boys will normally be required to do work related to the subject. As above, the detentions are no longer than 20 minutes.

**Faculty Lunchtime Detention** is organised by the Head of Faculty and is held in their faculty. Boys will normally be required to do work related to the subject in this detention. As above, the detentions are no longer than 30 minutes.

**After School Detention** (organised by the Deputy Headteacher). This is held from 3.40pm – 4.40pm each Thursday. This is usually supervised by a member of the Leadership Team. Boys of all ages will normally be required to undertake a set of exercises based on school routines and expectations. Parents will be notified in advance (normally by letter or email) of this detention although boys will be expected to attend even if acknowledgement of this notice is not received. The main reason why a boy is placed in this detention is that his Head of Year has determined that his reprimand record warrants this higher level of sanction. However, on occasion a single incident may be considered serious enough for a boy to be placed in this detention.

**Departmental After School Detention** (organised by Head of Department or Class Teacher) to be held in a classroom of the department. Boys will normally be required to do work related to the subject. The Head of Department or Class Teacher will ensure that appropriate notice is given to parents.

**Weekend detentions and detention on School Development (Training) Days** when the school is closed to pupils. The school reserves the right to impose such detentions (which is given to it by government guidelines). Appropriate notice will be given to parents.

Please note that parental consent is not required in order for the school to detain a boy. However, the school would always prefer that parents and the school are of the same mind with respect to this.

### **10.5 PUPILS “ON REPORT”**

Heads of Year may put a pupil on lesson-by-lesson report for a fixed period of time in order to monitor behaviour, academic progress or both. Subject Teachers, House Tutors, Heads of Year and parents read and contribute to this report. If matters have become more serious, a Deputy Headteacher may put a boy on his/her report. The school alone makes the decision on whether a boy is on report or not. Parents are asked to read and sign the report each day. Although taking sanctions against whole groups is to be discouraged, a Head of Year may place a whole form or teaching group on class report for a short period of time. This may be as part of an investigation into a problem situation.



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### **10.6 REFERRAL ROOM/INTERNAL ISOLATION (Pastoral Hub)**

The school operates a room which is designated as the “Referral Room”. Pupils extracted from normal lessons and working in this room do so under the supervision of a teacher or member of the support staff. Pupils placed in this room use their time as constructively as possible, usually continuing with work set by the teacher of the lesson which they are missing. This will be monitored by a specific Referral Room report. The Pastoral Support Manager, the Learning Mentor or a Teaching Assistant ensures that this work is available. Pupils placed in this room will be allowed toilet breaks and time to eat although this made not be at the same time as other pupils. Mobile phones will be confiscated at the beginning of a referral session and returned at the end.

A pupil may be placed “in referral” by a Head of Year, Deputy Headteacher, Senior Deputy Headteacher and the Headteacher in the following circumstances.

1. During the investigation into a serious incident of unacceptable behaviour.
2. As a sanction for a serious incident of unacceptable behaviour. In this case, parents will be informed.
3. See also section on “Exclusion served internally” (below).

### **10.7 EXCLUSION**

The school can use suspension and permanent exclusion in response to serious incidents or in response to persistent poor behaviour which has not improved following in-school sanctions and interventions.

The decision to suspend or exclude will be made by the headteacher and only as a last resort.

#### **Exclusion served externally**

The school’s policy with respect to exclusion pays regard to the following government guidelines:

#### **Exclusion from maintained schools, academies and pupil referral units in England: Statutory guidance (DFE Sept 2003)**

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1181584/Suspension\\_and\\_permanent\\_exclusion\\_guidance\\_september\\_23.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1181584/Suspension_and_permanent_exclusion_guidance_september_23.pdf)

A pupil who has progressed through the range of sanctions, or commits a serious offence, may be excluded from the school by the Headteacher (or in his absence, a Senior/ Deputy Headteacher) for a fixed term or permanently.

The range of sanctions and procedures outlined in this policy is designed to make such exclusions rarely necessary. Permanent exclusion will only be used as a last resort, in response to a single serious breach, or persistent breaches, of the school's behaviour policy; and where allowing the pupil to remain in school would seriously harm the education or welfare of the pupil or others in the school. The behaviour of pupils outside school can be considered as grounds for exclusion.



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In line with government guidelines, when establishing the facts in relation to an exclusion the Headteacher is only required to apply the civil standard of proof, i.e. 'on the balance of probabilities' it is more likely than not that a fact is true, rather than the criminal standard of 'beyond reasonable doubt'. When the Headteacher makes the decision to exclude a pupil he will, as soon as practically possible, notify parents of the period of the exclusion and the reasons for it. This will always include a letter.

### Re-integration Meeting

The expectation is that a pupil externally suspended for a set period of time will attend, along with his parent(s)/guardian(s) a re-integration meeting. This meeting will usually be chaired by a DHT and HoY. However, for repeat offenders, the SDHT or HT may decide to chair the meeting.

### Exclusion served internally

The Headteacher might decide that, while a pupil is to be "excluded" for a fixed term in line with the previous section, that this exclusion should be served internally i.e. in the Referral Room. In such cases, parents will be informed in a letter (as is the case with external exclusions). An exclusion served internally will be noted on a pupil's record in the same way as an exclusion served externally.

### **10.8 SUPPORT FOR PUPILS WHO HAVE BEEN EXCLUDED FROM SCHOOL**

It is acknowledged that there is a need for the pastoral support and possibly counselling of a pupil on his return from exclusion. This shall be carried out by the Learning Mentor as this is considered more appropriate initially than the involvement of members of the teaching staff who may have contributed to the decision to exclude the pupil. (However, the Learning Mentor may seek the involvement of the Head of Year or others in the support process if this is appropriate). The school will sometimes use external providers to help support this process

### **10.9 REFERRAL TO THE DISCIPLINARY PANEL OF GOVERNING BODY**

Where there are on-going concerns about the behaviour of a pupil, particularly if they have been excluded on multiple occasions or are at risk of being permanently excluded, the Headteacher may refer the pupil to the disciplinary panel of the Governing Body. The pupil will be interviewed by this panel in the presence of senior staff and, if possible, a parent/carer. Any warning issued to the pupil by this panel will be recorded on the pupil's record.

## **11. Responding to misbehaviour from pupils with SEND**

### **Recognising the impact of SEND on behaviour**

The school recognises that pupils' behaviour may be impacted by a special educational need or disability (SEND).

When incidents of misbehaviour arise, we will consider them in relation to a pupil's SEND, although we recognise that not every incident of misbehaviour will be connected to their SEND. Decisions on whether a pupil's SEND had an impact on an incident of misbehaviour will be made on a case-by-case basis.



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When dealing with misbehaviour from pupils with SEND, especially where their SEND affects their behaviour, the school will balance their legal duties when making decisions about enforcing the behaviour policy. The legal duties include:

- Taking reasonable steps to avoid any substantial disadvantage to a disabled pupil being caused by the school's policies or practices ([Equality Act 2010](#))
- Using our best endeavours to meet the needs of pupils with SEND ([Children and Families Act 2014](#))
- If a pupil has an education, health and care (EHC) plan, the provisions set out in that plan must be secured and the school must co-operate with the local authority and other bodies

As part of meeting these duties, the school will anticipate, as far as possible, all likely triggers of misbehaviour, and put in place support to prevent these from occurring.

Any preventative measures will take into account the specific circumstances and requirements of the pupil concerned.

### **Adapting sanctions for pupils with SEND**

When considering a behavioural sanction for a pupil with SEND, the school will take into account:

- Was the pupil unable to understand the rule or instruction?
- Was the pupil unable to act differently at the time as a result of their SEND?
- Is the pupil likely to behave aggressively due to their particular SEND?

If the answer to any of these questions is 'yes', it may be unlawful for the school to sanction the pupil for the behaviour.

The school will then assess if it is appropriate to use a sanction and if so, whether any reasonable adjustments need to be made to the sanction.

### **Considering whether a pupil displaying challenging behaviour may have unidentified SEND**

The school's special educational needs co-ordinator (SENCO) may evaluate a pupil who exhibits challenging behaviour to determine whether they have any underlying needs that are not currently being met.

Where necessary, support and advice will also be sought from specialist teachers, an educational psychologist, medical practitioners and/or others, to identify or support specific needs.

When acute needs are identified in a pupil, we will liaise with external agencies and plan support programmes for that child. We will work with parents/carers to create the plan and review it on a regular basis.

### **Pupils with an education, health and care (EHC) plan**

The provisions set out in the EHC plan must be secured and the school will co-operate with the local authority and other bodies.

If the school has a concern about the behaviour of a pupil with an EHC plan, it will make contact with the local authority to discuss the matter. If appropriate, the school may request an emergency review of the EHC plan.

## **12. Contact with parents / carers**

In the case of a single serious incident of unacceptable behaviour or where unacceptable behaviour or unacceptable work or lack of effort is an on-going problem, parents or carers will be contacted. This contact will usually come from a Head of Year or a Deputy Headteacher. In some cases, the initial contact

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may be from the Pastoral Support Manager on behalf of a Head of Year. The contact may be by letter, telephone or email and a request might be made for the parent/carer to come into school to discuss the issue. The school does not contact parents to discuss every incidence of unacceptable behaviour, unacceptable work or lack of effort. Parents are not contacted to discuss every reprimand or detention given. It is usually a Head of Year who makes the judgement on when the situation is such that a parent needs to be contacted.

### 13. Confiscation of items

The law allows the school to confiscate items which are prohibited or are being misused. Government guidelines from September 2022:

[https://assets.publishing.service.gov.uk/media/62d1643e8fa8f50bfbefa55c/Searching\\_Screening\\_and\\_Confiscation\\_guidance\\_July\\_2022.pdf](https://assets.publishing.service.gov.uk/media/62d1643e8fa8f50bfbefa55c/Searching_Screening_and_Confiscation_guidance_July_2022.pdf)

The list of items includes the following as being prohibited: knives or weapons, alcohol, illegal drugs, stolen items, tobacco and cigarette papers, fireworks, pornographic images or articles that have been or could be used to commit an offence or cause harm. The headteacher has decided that to maintain standards of behaviour and the safety of others 'Vapes' are also included in the prohibited list.

The following is a Core Expectation of the pupils with respect to the use of mobile telephones: Mobile phones should be switched off and kept out of sight during classroom lessons and while moving between lessons. While on school premises, and before school only, students should use soundless features such as text messaging, answering services, and vibration alert. Mobile phones should not be used in any manner or place that is disruptive to the normal routine of the school.

The school recognises that Sixth Form students (Key Stage 5) should be allowed to use digital devices. Sixth Form students should only use their mobile phone for calls in the Sixth Form Centre or Study Area (with the permission of the supervising member of staff). Headphones/earphones should only be used during private study or travelling to and from school. Any boy who does not follow this rule with respect to the use of mobile telephones may have the device confiscated. (Please refer to the ACCEPTABLE USE OF MOBILE PHONE POLICY for more detail.)

Mobile Telephones which are confiscated will be available for boys to collect at the end of the next school day. The only circumstances in which they can be returned earlier is to a parent who is willing to collect it from the school office before 4.30pm. If a boy has his phone confiscated twice it will only be available for collection by parents.

Boys are not permitted to sell items to other boys on the school site. This includes soft drinks and confectionary. Any such items brought to school in a manner which leads to the school to believe they are for the purpose of selling to other boys may lead to their confiscation.

The school is required to hand weapons, knives and certain types of pornography to the police. Other than that, it is for the school to decide if and when a confiscated item is to be returned. If the school decides that a confiscated item will not be returned to a boy, it will usually be returned to a parent who is willing to come to school to collect it.



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### 14. Searching for items

The law allows the school to search pupils in line with government guidelines from September 2022:

[https://assets.publishing.service.gov.uk/media/62d1643e8fa8f50bfbefa55c/Searching\\_Screening\\_and\\_Confiscation\\_guidance\\_July\\_2022.pdf](https://assets.publishing.service.gov.uk/media/62d1643e8fa8f50bfbefa55c/Searching_Screening_and_Confiscation_guidance_July_2022.pdf)

The school reserves the right to search the contents of mobile telephones and other devices when it is believed they contain images which are pornographic or when it is believed they have been used for bullying or to record any photographic, video or audio images on the school site.

Only the headteacher, or a member of staff, usually the senior leadership or pastoral team, authorised by the headteacher, can carry out a search. In exceptional circumstances, such as while on a residential school trip, it might be necessary for another member of staff to conduct a search. In this instance, the headteacher should be informed as soon as possible. In all instances designated safeguarding lead (or deputy) must be informed of any searching incidents where the member of staff had reasonable grounds to suspect a pupil was in possession of a prohibited item.

This should be recorded in the school safeguarding system whether prohibited item is found or not. The Pastoral Support Manager will log this. Consent to search a student for prohibited items is not required. The school is not required to seek consent from parents/carers before undertaking a search, neither is it required to inform parents/carers that a search has taken place. However, WGSB will always seek to build and maintain positive relations with parents/carers in our school community and the Head of Year may notify parents as a matter of courtesy.

In the event that prohibited are found during the course of a search, these will be removed from the student and the school will inform parents (though there is no legal requirement to do so). It may also be necessary to inform the police. Under common law, school staff have the power to search a pupil for any item if the pupil agrees. The member of staff should ensure the pupil understands the reason for the search and how it will be conducted so that their agreement is informed.

A search can be carried out if the authorised member of staff has reasonable grounds for suspecting that the pupil is in possession of a prohibited item or any item identified in the school rules for which a search can be made, or if the pupil has agreed.

An appropriate location for the search will be found. Where possible, this will be away from other pupils. The search will only take place on the school premises or where the member of staff has lawful control or charge of the pupil, for example on a school trip.

Before carrying out a search the authorised member of staff will:

- Assess whether there is an urgent need for a search
- Assess whether not doing the search would put other pupils or staff at risk
- Consider whether the search would pose a safeguarding risk to the pupil
- Explain to the pupil why they are being searched



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- Explain to the pupil what a search entails – e.g. “I will ask you to turn out your pockets and remove your scarf”
- Explain how and where the search will be carried out
- Give the pupil the opportunity to ask questions
- Seek the pupil’s co-operation

### 14.1 Note on illegal substances

It is illegal for anyone under the age of 18 years of age to purchase alcohol or tobacco products (including vapes or E-cigarettes). Additionally, the school expressly forbids the possession of such items by any pupil or student of any age on the site or when engaged in a school related activity off site. It is illegal for anyone to smoke on the school premises. Similarly, the possession of classified drugs on the site or when engaged in a school related activity off site is both illegal and expressly forbidden by the school. Any attempt by a pupil to sell or provide alcohol, tobacco products or classified drugs for other pupils is likely to result in exclusion from school for a fixed term or permanently.

Any pupil caught in possession of illegal drugs could be permanently excluded from school. This is because having possession is illegal by law and therefore constitutes a very serious case. Carrying drugs is a blatant disregard for the wellbeing of the collective school community; illegal drugs are a danger to oneself and a potential risk to others. Any attempt to sell, provide or exchange drugs to others is considered to be an extremely serious offence and is very likely to result in permanent exclusion. Our response to drug related incidents takes an account of the needs of the individual concerned alongside those of the wider community and the educational ethos of the school.

### 15. **Zero-tolerance approach to sexual harassment and sexual violence (i.e. peer on peer abuse).**

The school will ensure that all incidents of sexual harassment and/or violence are met with a suitable response, and never ignored.

Pupils are encouraged to report anything that makes them uncomfortable, no matter how ‘small’ they feel it might be.

The school’s response will be:

- Proportionate
- Considered
- Supportive
- Decided on a case-by-case basis

The school has procedures in place to respond to any allegations or concerns regarding a child’s safety or wellbeing. These include clear processes for:

- Responding to a report



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➤ Carrying out risk assessments, where appropriate, to help determine whether to:

- Manage the incident internally
- Refer to early help
- Refer to children's social care
- Report to the police

Please refer to our child protection and safeguarding policy for more information.

### **15.1 Malicious Allegations**

Where a pupil makes an allegation against a member of staff and that allegation is shown to have been deliberately invented or malicious, the school will consider whether to discipline the pupil in accordance with this policy.

Where a pupil makes an allegation of sexual violence or sexual harassment against another pupil and that allegation is shown to have been deliberately invented or malicious, the school will consider whether to discipline the pupil in accordance with this policy.

In all cases where an allegation is determined to be unsubstantiated, unfounded, false or malicious, the school (in collaboration with the local authority designated officer (LADO), where relevant) will consider whether the pupil who made the allegation is in need of help, or the allegation may have been a cry for help. If so, a referral to children's social care may be appropriate.

The school will also consider the pastoral needs of staff and pupils accused of misconduct.

Please refer to our child protection and safeguarding policy for more information.

### **16. Reasonable Force**

Reasonable force covers a range of interventions that involve physical contact with pupils. All members of staff have a duty to use reasonable force, in the following circumstances, to prevent a pupil from:

- Causing disorder
- Hurting themselves or others
- Damaging property
- Committing an offence

Incidents of reasonable force must:

- Always be used as a last resort
- Be applied using the minimum amount of force and for the minimum amount of time possible
- Be used in a way that maintains the safety and dignity of all concerned
- Never be used as a form of punishment



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- Be recorded and reported to parents/carers

When considering using reasonable force, staff should, in considering the risks, carefully recognise any specific vulnerabilities of the pupil, including SEND, mental health needs or medical conditions.

### **17. Investigation of incidents**

The school will investigate, as appropriate, reported incidents of pupil misbehaviour. Non-contact time is provided for Heads of Year who undertake the bulk of such investigations although they may be assisted by the Pastoral Support Manager and others. Written incident reports from pupils and staff involved in the incident will be requested as part of the investigation. The school will complete its investigations within a reasonable timescale. Appropriate feedback from any investigations will be provided to relevant persons together with recommendations for action. A copy of the documentation will be held on record but where an investigation finds there is no case to be heard, this will not be held in the pupil's file. While the school will do all in its power to investigate incidents fairly and reach a just conclusion, there is no requirement for this to be undertaken with the rigour which might be expected in a court of law.

### **18. Record keeping**

The prompt and accurate keeping of records relating to incidents of bullying, incidents of pupil misbehaviour, concerns about attendance and punctuality and referrals made are important. Similarly, records of meetings and telephone conversations with parents and others should be kept. With several different members of staff likely to deal with a pupil over a number of years it is vital that such information is held in student files to ensure continuity and effectiveness in the execution of this policy.

The school has advised all staff of the need for timeliness, accuracy and completeness in the recording of behaviour management, attendance concerns and bullying incidents and has advised staff of the correct procedures to be used.

### **19. Training and professional development of staff**

The school will provide for the training and development of all teaching staff on behaviour management and other matters concerning this policy through induction training for new staff, whole-school INSET and training targeted at specific staff on demand or whose performance management review suggests that it is required.

Training materials and other relevant publications will be purchased and made available to staff. Staff are given the opportunity to take part in the on-going review of this policy through membership of working parties and consultation whenever possible. The school will also provide for the training and development of support staff (including cover supervisors) with respect to the matters concerning this policy in an amount relevant to their particular role in the school.

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### 20. ANTI-BULLYING POLICY

It was stated at the outset that the school includes in its definition of acceptable behaviour that which promotes courtesy, co-operation and consideration from all pupils in terms of their relationships with other pupils. The principles included throughout this policy as a whole cover pupils' behaviour towards each other and their respect for the rights of other people. For that reason, the school's anti-bullying policy is incorporated within the broader policy and is an integral and important part of it.

#### 20.1 AIMS OF ANTI-BULLYING POLICY

- To ensure that all those connected with the school understand what is meant by the term 'bullying' and are made aware that bullying behaviour will not be tolerated under any circumstances.
- To prevent and deal with any behaviour deemed as bullying.
- To promote a school ethos where bullying is regarded as unacceptable by everyone.
- To ensure a safe and secure environment is created in which everyone is able to learn and work.
- To nurture the values of responsibility, duty and respect, both for oneself and for others.
- To provide a transparent, easily understood system for responding to reported incidents of bullying.

#### WHAT IS BULLYING?

Bullying is behaviour which is intended to be deliberately hurtful towards another person, particularly when this behaviour is repeated over time. Bullying is behaviour which it is difficult for victims to defend themselves against. Bullying behaviour is an abuse of power and a desire to intimidate and dominate. Bullying may or may not involve aggression. It can include the causing of physical pain and/or emotional distress. The four main types of bullying are:

- Physical - hitting, kicking, taking belongings
- Verbal - name calling, insulting, making offensive remarks
- Indirect - spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours
- Cyber - sending malicious e-mails, text messages, misuse of social network media

National research and consultation amongst the pupils of this school suggest that name calling is the most common direct form of bullying. Not all acts of aggression are necessarily bullying. For example, a fight between two boys of equal size and strength, while constituting unacceptable behaviour, may not be bullying. Furthermore, it is accepted that it is sometimes difficult to determine if an incident is definitely one of bullying or another type of poor behaviour and that opinions will differ. In such cases, members of staff will use their professional judgement and deal with an incident in the manner they consider to be most appropriate.

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### RACIST BULLYING

Racist bullying was defined by the MacPherson report (1999) as being any incident which is perceived to be racist by the victim or any other person. If an incident is thus reported as being of a racist nature, the school will investigate it as such. All incidents found to be racist in nature are recorded actions taken and impact. Racist incidents may include the following:

- verbal abuse by name calling, racist jokes and offensive mimicry
- physical threats or attacks
- wearing of provocative badges or insignia
- bringing racist leaflets, comics or magazines into school
- inciting others to behave in a racist way
- racist graffiti or other written insults - even against food, music, dress or customs
- refusing to co-operate in work or in play

### SEXUAL & HOMOPHOBIC BULLYING

Sexual bullying includes that related to sexual orientation and may affect pupils who are LGBTQA+. Pupils do not necessarily have to be questioning their sexuality to experience such bullying. Sexual bullying may include the following:

- abusive name calling
- looks and comments about appearance, attractiveness, emerging puberty
- inappropriate and uninvited touching
- sexual innuendoes and propositions
- pornographic material, graffiti with sexual content
- in its most extreme form, sexual assault or rape

All bullying incidents of a sexual & homophobic nature are recorded and reported as such.

### **20.2 BULLYING OF PUPILS WITH SPECIAL EDUCATIONAL NEEDS OR DISABILITIES**

Pupils with Special Educational Needs or disabilities are often at greater risk of being bullied, both directly and indirectly, and usually about their specific difficulties or disability. All bullying incidents where the victims are pupils with special educational needs or disabilities are recorded and reported as such.

### **20.3 ANTI BULLYING PROCEDURES**

#### *PREVENTING BULLYING*

- Bullying will be a topic in the PSHE scheme of work for Y7 and Y8 and will also be covered in the older years through discussion of positive relationships. This will help pupils to understand what is

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meant by the term 'bullying' and make them aware that bullying behaviour will not be tolerated under any circumstances.

- A similar message will be delivered through assemblies and wherever else appropriate in the curriculum (whether through content or the organisation of activities e.g. inclusion during group work).
- All members of staff, teaching and non-teaching are asked to be alert to the possibility that bullying is taking place and to report it appropriately. Both staff and students are encouraged to report bullying via the email: **antibully@wirralgrammarboys.com**
- A number of senior students form the PSG (Peer Support Group). This group is co-ordinated by the Learning Mentor. Members of the PSG are assigned to Y7 teaching groups (although older years are encouraged to link with members of the PSG) as well as playing a wider and leading role in the school's anti-bullying strategy.
- The Head Boy, his deputies, seniors and senior prefects also play a part in being alert to the possibility that bullying is taking place and to report it appropriately. They work alongside the PSG.
- There are "anti-bullying" noticeboards where displays, both professional and those produced in-house are changed on a regular basis, promoting the message that bullying is unacceptable and outlining what can be done about it. The Learning Mentor with the assistance of the Senior Prefect for Anti-Bullying is responsible for this.
- The school takes a very active part in the annual "Anti-bullying Week" during the autumn term. Activities are co-ordinated by the learning mentor and PSG working alongside Heads of Year.
- Surveys are undertaken by the Anti-bullying Steering Committee, Learning Mentor and PSG to identify physical "hot spots" around the site where bullying is more likely to take place. All members of staff (teaching and non-teaching) and the boys themselves are encouraged to familiarise themselves with these hotspots and be particularly alert to the possibility of bullying taking place in and around them. Duty staff and mid-day supervisors will be asked to patrol these areas in particular. Research also suggests that bullying during physical contact sport and in the changing rooms is a particular problem. As for times of the day when bullying occurs, lunchtime and outside classrooms before school starts have been identified as "hot spots".
- Certain teaching styles have been identified as being "Bullying Preventative" and these are encouraged at all times. For example;
  - treating pupils with respect
  - NOT setting up victims
  - presenting good role-models - using power and authority appropriately
  - explicitly stating that bullying is NOT acceptable
  - active process aimed at changing pupil attitudes.
- An Anti-Bullying Steering Committee (ABC) meets at least once per term under the supervision of the Learning Mentor. The Heads of Year also take an active role in the committee as does the SENCO. The Anti-Bullying Senior Prefect and members of the PSG also attend. This group discusses any issues related to anti-bullying measures and how they might be improved. The four main aims of the ABC are: (i) To work towards creating a safe environment; (ii) To make everyone feel that they have someone to turn to; (iii) To work closely towards a whole school approach; (iv) To continuously develop ways of combating bullying at this school.

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### **REPORTING INCIDENTS OF BULLYING**

Through assemblies, pastoral periods & PSHE lessons, it is made clear to the boys that there are several methods by which they can report incidents of bullying involving either themselves or other boys. Boys will be encouraged to use whichever method they feel most comfortable but talking to somebody is the preferred route.

- Boys can email their concerns directly to the anti-bullying email: **antibully@wirralgrammarboys.com**
- Boys can talk to their Form Tutor, Head of Year or any teacher they feel they can confide in.
- Boys can drop in to speak to the Learning Mentor in order to report and discuss bullying.
- Boys often feel comfortable reporting incidents to members of the Peer Support Group. These senior students can be approached at any time in order to report and discuss bullying.
- Boys can also speak to a member of the MINDS Mental Health team who have a 'drop in' every Thursday lunchtime.
- Concerns about bullying may be reported to the school by parents. In this case, the Head of Year or Learning Mentor would normally be the first point of contact.
- Boys can contact the PSG or Learning Mentor via the Learning Mentor's email address which is **asmith@wirralgrammarboys.com**. These emails are received and read by the Learning Mentor who may distribute them to the appropriate PSG rep. Members of the PSG do not make their individual email addresses available.

Whatever method is used, the information should be conveyed (preferably in writing or email) by those in receipt of it to the Head of Year of the boy(s) affected by the bullying or to the Learning Mentor. The Head of Year or Learning Mentor will ensure that the report is recorded and act upon it in the appropriate manner. The Learning Mentor will inform the Head of Year of any issues with which she is currently dealing.

### **20.4 INVESTIGATING INCIDENTS OF BULLYING**

- Although other teaching staff may be involved, the Head of Year will normally take the lead in ensuring that allegations of bullying are investigated, although he or she will usually be assisted by the Learning Mentor if appropriate.
- While all reported incidents must be treated seriously and investigated, it is first necessary to establish that bullying is happening and to what extent.
- Incident reports / witness statements should be collected from the victim and any witnesses or bystanders he names.
- If possible, incident reports / witness statements should be collected from impartial witnesses.
- Once such reports have been read, the alleged perpetrator should be asked to give his version of events.
- Having read all of the reports, the Head of Year will decide what course of action to take and whether to involve the Learning Mentor, Parents and Senior Staff.



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### 20.5 RECORDING INCIDENTS OF BULLYING

- Whoever receives an allegation of bullying in the first instance, it should be reported to the Head of Year (preferably in writing or by email). The Head of Year will ensure that the incident is properly recorded.
- It may be that the report is actually completed by another member of staff (for example, the Learning Mentor, form tutor).
- Once an incident log is opened in this way, the Head of Year should ensure that the correct procedures are followed and recorded even if he or she is not dealing with it personally.
- A copy should be placed on the file of all boys concerned providing the Head of Year is satisfied that there is a case of bullying to answer.
- As with all incidents, an electronic record is kept (CPOMS/SIMS) which can be accessed by the Learning Mentor, Heads of Year and members of the Leadership Team.

### 20.6 WHAT IS DONE WHEN BULLYING HAPPENS

It is not possible to respond to all reported incidents of bullying in the same way. What is important is that **all** reported incidents must be treated seriously and investigated (usually by a Head of Year with the assistance of the learning mentor if appropriate). If it is found that bullying has taken place, appropriate action must be taken to help the victim and to deal with the perpetrator. Whatever action is taken, the priority is for the bullying to be stopped permanently and for the victim to be allowed to continue his education safely and happily and without fear of reprisal following any investigation. After that, it may also be necessary to impose sanctions on the perpetrator.

Appropriate action is likely to include one or more of the following.

- Appropriate support is offered to the victim. This will include assurance that he was right to report the bullying and not to suffer it in silence. It will also include advice on what to do and who to go to if the bullying continues. Time will be made available for him to speak to his Head of Year and the Learning Mentor if he so wishes.
- If the bullying behaviour is less serious in nature and it is the first time it has been reported, the Head of Year or Learning Mentor will speak to the perpetrator in the first instance and tell him that the bullying must stop. The impact of bullying on the victim will be discussed. It may be appropriate to lead the perpetrator to believe that his actions have been reported by a third party rather than the victim. The perpetrator will be informed that the victim will be spoken to at regular intervals in the future to ensure that the bullying has stopped.
- If the bullying behaviour is more serious in nature or if it is repeated, then the full range of sanctions outlined in the school's Behaviour for Learning Policy will be used.
- By-standers to bullying may be spoken to. They may have played a role by failing to condemn the perpetrator, support the victim or report the incident. The role they played and how they might help prevent bullying in the future will be impressed upon them. In some cases, the whole of a tutor group may be considered to be by-standers and information collected from them.
- 'Restorative Justice' or 'No-blame' events may be considered appropriate if they are likely to stop the bullying behaviour by making all concerned see the harm it is doing and that it is unacceptable.

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### **20.7 PARENTAL INVOLVEMENT**

- If the Head of Year is satisfied that there has been a case of bullying, the perpetrator's parents will be informed by letter or telephone. If it is thought necessary, a face-to-face interview will be arranged.
- The Head of Year will use his or her discretion in deciding whether to contact the parents of the boy who has been bullied. This will depend in part on how that boy feels about such contact.

### **20.8 RETURNING TO THE ISSUE – MONITORING SUCCESS**

When bullying has taken place and is thought to have been stopped, the boy who has been bullied should be spoken to by the Head of Year or Learning Mentor at a later date to ensure that the problem has not recurred.

The effectiveness of our procedures is monitored by the records kept. These are monitored regularly at Pastoral Meetings. They are discussed and reported by the DHT to the governor responsible for behaviour.

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### APPENDIX 1: Please see Student Code of Conduct on School Website. Use this as for additional information for pupils

The core expectations stress the need for pupils to be polite, tolerant and respectful to others. This appendix provides detail as to what is expected of students.

#### Expectations with respect to Appearance and Uniform

In Years 7 to 11 our uniform is as follows:

- Full school uniform with black shoes (not boots, trainers or any such variation)
- Boys may wear a pullover which should be black and v-necked.
- Hooded Tops (“Hoodies”) are not suitable as outdoor coats on school days and are not permitted
- It is entirely appropriate for boys to wear coats over their blazers during periods of inclement weather. Coats should be economical to purchase and may be worn to and from school and during break and lunchtime whilst outside. They must be stored in a locker during the school day and not carried around school.
- Excessively long hair (beyond the collar) or excessively short hair, dyed hair or eccentric styling (for example mixed ‘short and long’ cut hair) are not permitted.
- Students in all years must be clean shaven. Facial hair is not permitted in any year group.
- Students may not wear any other form of jewellery.

Any boy who reports for school who is in breach of any of the uniform requirements may have to work in isolation or be sent home to change. We expect our Sixth Form students to create a professional business atmosphere and they are expected to dress accordingly. Students are required to wear a business style suit, shirt and tie. Smart shoes must be worn and trainers, boots or leisure style shoes are not acceptable.

#### Behaviour in corridors

- In the corridors and stairways boys must **walk on the right hand side**. Boys must move around the school site **in a calm, orderly and considerate manner**.

#### Behaviour in the classroom

- At the start of a lesson or house tutorial, boys must **enter the classroom** in a calm and orderly manner and as instructed by the teacher or adult supervising the class..
- **At the end of a lesson** or house tutorial, boys must leave in a calm and orderly manner and as instructed by the teacher or adult supervising the class. Boys must not leave a lesson or house tutorial until the bell rings.
- Boys must **stand when an adult enters** the classroom during a lesson.

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### Mobile phone use

- While they may be brought to school, **mobile telephones must switched off** on arrival on the site and stay hidden in a pocket or a bag until the end of the school day. If a student is found using a mobile phone the phone will be confiscated and stored in the school office. They may collect it after 24 hours. On the second infringement of the rules, the parent must collect the phone and if there is a third infringement, the phone must be handed in each day to the school office.
- The exception is for Sixth Form students who may use such devices in areas of private study (other than the LRC) during lesson time only. Sixth Form students are not permitted to use phones in corridors or at break and lunchtime in communal areas where younger boys are present.
- Subject staff may give permission for pupils to use their mobile phones if they feel that it will enhance learning. Pupils may only use phones in House Groups if they are participating in an activity which needs to be online and only at the express permission of the House Tutor.

## APPENDIX 1A: CORE EXPECTATIONS OF ALL STAFF TEACHING OR SUPERVISING A CLASS

1. Staff should inculcate in their classrooms an atmosphere that encourages and rewards learning and determination to achieve.
2. Staff to inculcate in their classrooms an atmosphere of mutual respect and should challenge poor behaviour.
3. Staff should stress the importance of school uniform and the need to adhere to school rules.
4. Staff should set an example to students in terms of dress and conduct
5. Staff should never behave in a manner which could cause offence or injury to others.

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## Appendix 2: Behaviour Points Table

<b>Teacher</b>	<b>Verbal Warning, Reprimand, Teacher Action</b>
<b>HOD Detention Lunchtime</b>	<b>3 POINTS</b>
<b>HOF Detention Lunchtime</b>	<b>5 POINTS - eg. Science – inc Bio, Chem, Phys</b>
<b>HOY Detention Lunchtime</b>	<b>10 POINTS - 30 mins – FN2</b>
<b>Deputy Headteacher After School Detention</b>	<b>15 POINTS - DHT</b>

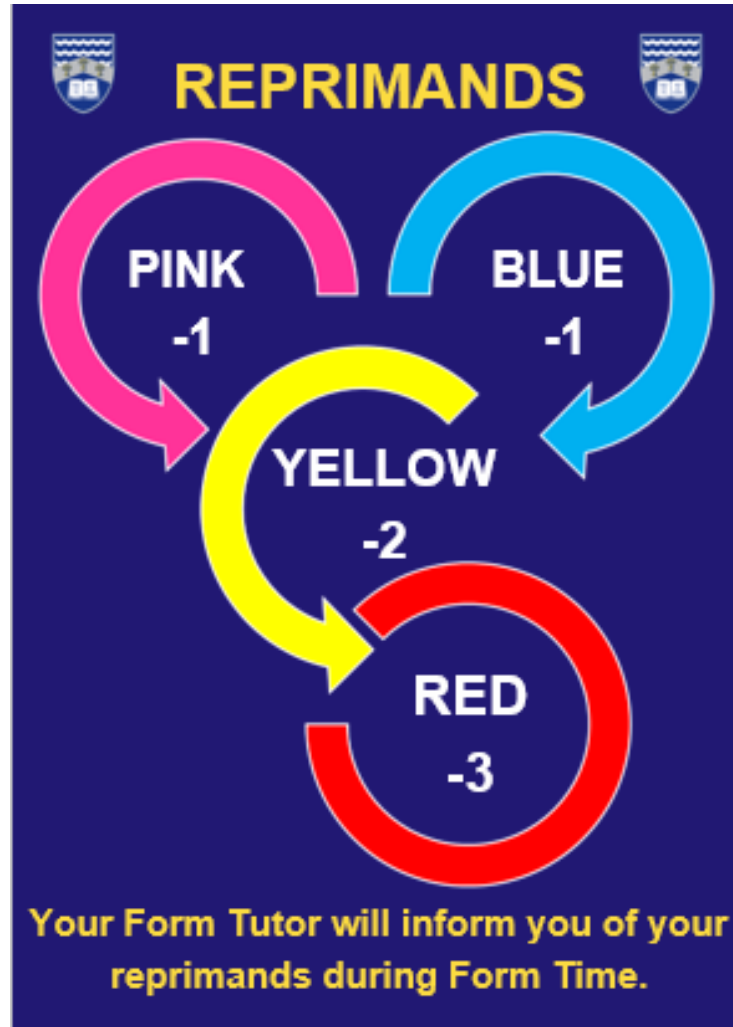
<b>Day</b>	<b>Faculty Detention</b>	<b>Departmental Detention</b>
<b>Monday</b>	<b>Mathematics and English</b>	
<b>Tuesday</b>	<b>Science</b>	<b>Bio, Chem, Physics</b>
<b>Wednesday</b>	<b>Global Dimensions</b>	<b>Business, MFL, ICT, Law</b>
<b>Thursday</b>	<b>Humanities &amp; Social Sciences</b>	<b>Geog, His, Politics, Psych, RE</b>
<b>Friday</b>	<b>Performance and Creative</b>	<b>Art, Music, PE, Technology</b>

# POLICY

Wirral Grammar School for Boys



## Appendix 2A: Behaviour Points



# POLICY

Wirral Grammar School for Boys



## APPENDIX 3: Reward and Sanctions Pyramid



# POLICY

## Wirral Grammar School for Boys



### APPENDIX 4 : Rewards Ladder

#### Four simple ways to earn rewards:

- Academic Excellence
- Persistence/Perseverance (Improvement)
- Participation – Leadership, Music, Sport
- Helping others

Teacher hands out commendations, minimum of 2, max of 4 in every lesson. (At least 1 in first two categories)

Commendations are reported in HG on Friday and celebrated with HGT

Publicised on Student of the week board, parental phone call, card from Leader

Half Termly Breakfast buffet, bacon butties and hot chocolate for commendation award, canteen fast passes. Attended by HT and House Leader

Termly – Use idea of colours and half colours but issued as pins for blazer in 4 key areas ..  
Awarded in termly assemblies by DRH.

Annual Awards Celebrations for each year or House. Formal event, similar to Prize Giving with parents. (All pupils get a chance to celebrate during course of school career)

Annual Rewards Trip for top 2 students in each House or Year. (Not winning house)

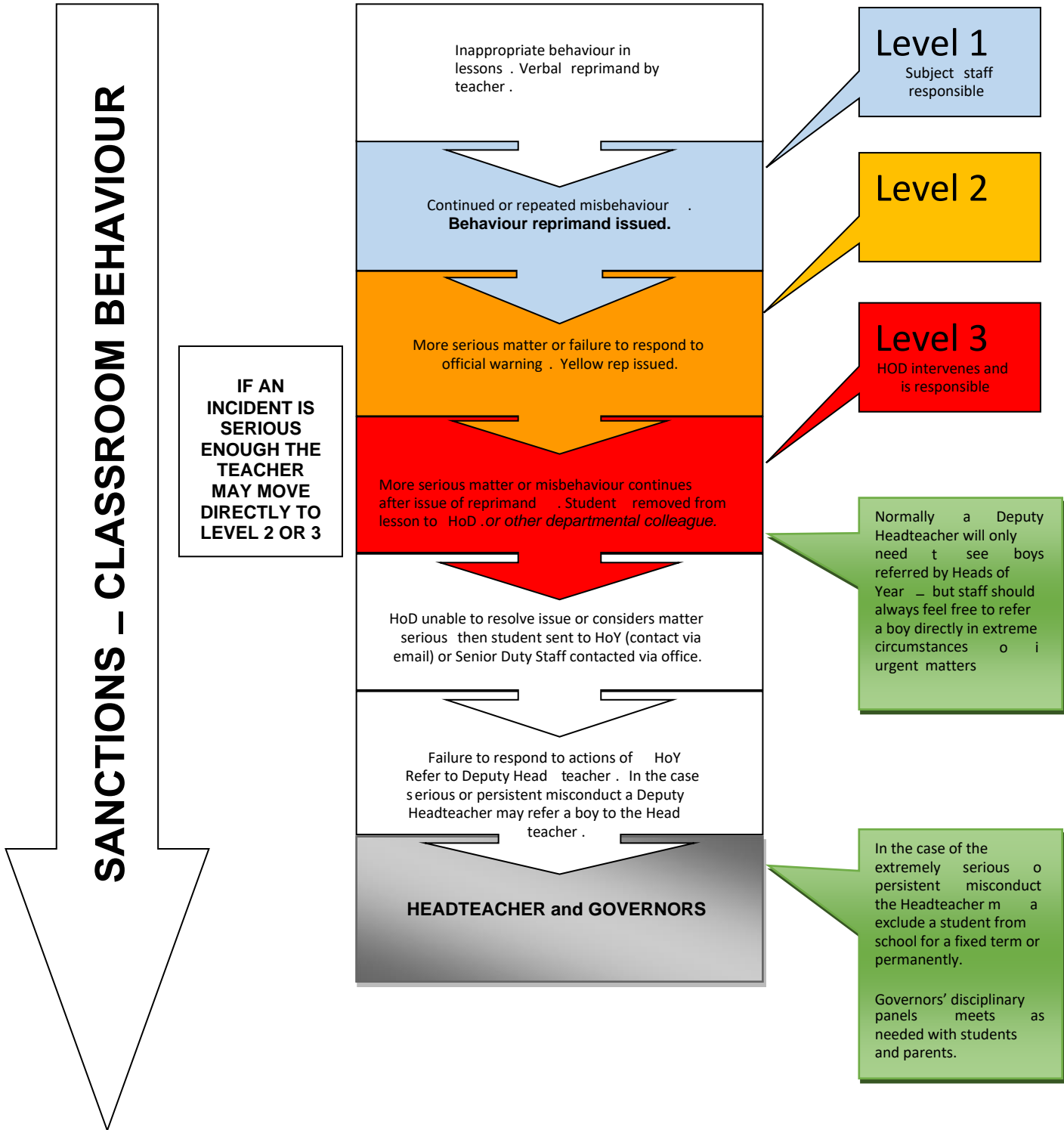


# POLICY

## Wirral Grammar School for Boys

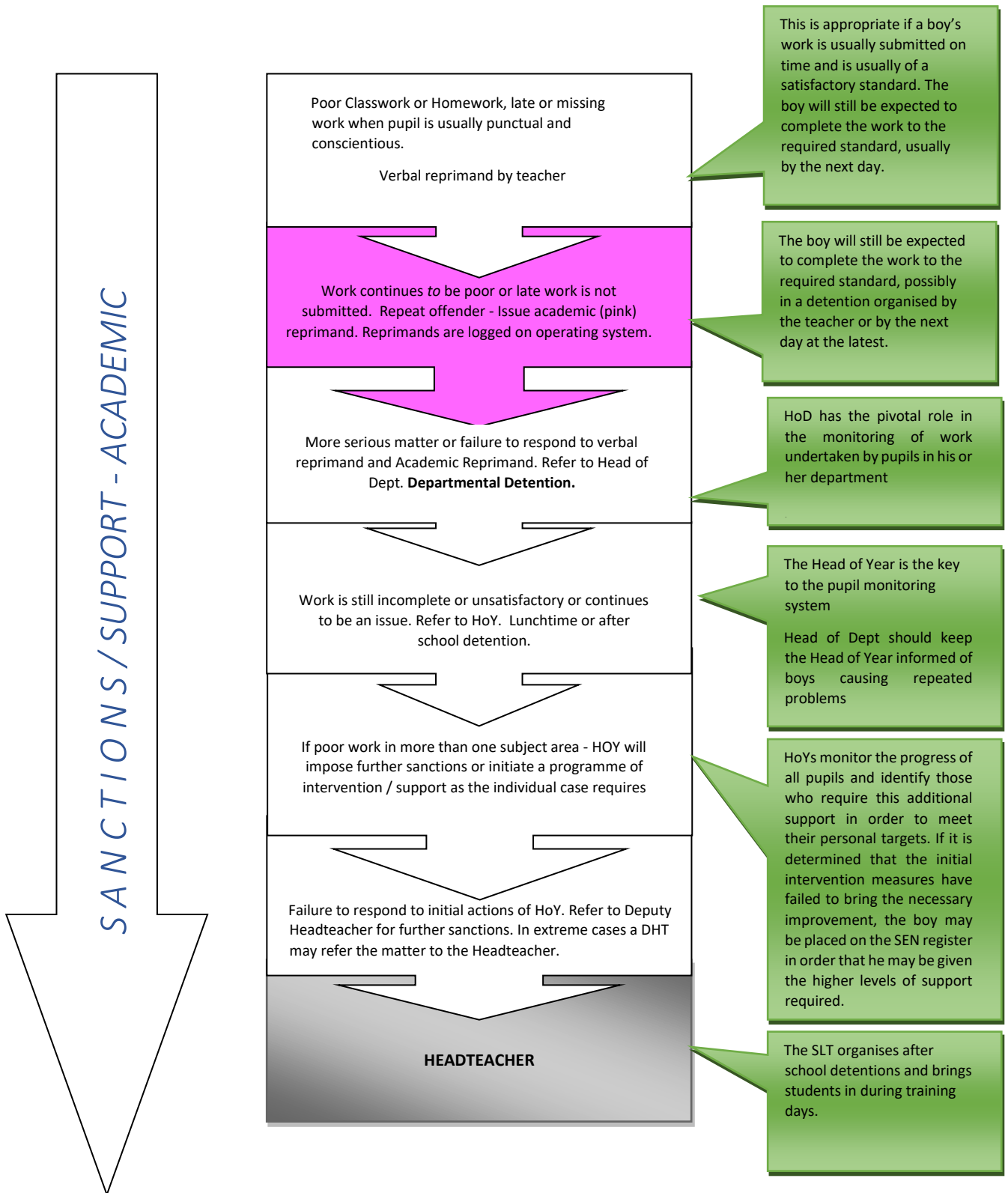


### APPENDIX 5: SANCTIONS LADDERS



# POLICY

## Wirral Grammar School for Boys



# POLICY

## Wirral Grammar School for Boys



### APPENDIX 6: HOME – SCHOOL AGREEMENT

For students to have the opportunity to make excellent progress it is vital that our high expectations of behaviour for learning, uniform, and respect for each other are supported by parents and carers. We ask all parents, students and staff to read this policy carefully and sign the document to confirm understanding and support for this agreement.

#### Parent rights:

- To be kept informed about their child's progress, including issues relating to their behaviour.
- To expect their children to be safe, secure and respected.
- To have any complaint they make about their child being bullied taken seriously by the school and investigated/resolved as necessary.
- To appeal to the Headteacher / Governing Body if they believe the school has exercised its disciplinary authority unreasonably.
- To request a review of the Headteacher's decision to exclude their child, first to the Governing Body of the school and then, in cases of permanent exclusion, to an Independent Panel

#### Parent responsibilities:

- To **respect and support** the school's approach to ensuring positive behaviour for learning and the disciplinary authority of the staff.
- To help ensure their child follows reasonable instructions from staff.
- To send their child to school each day punctually, fed, rested, and equipped and ready to learn.
- To ensure their child attends school in full uniform.
- To support the school in their control of use of mobile phones in school
- To be prepared to work with the school to support their child's positive behaviour.
- If their child is excluded from the school, to ensure the child is not found in a public place during school hours in the first five days of exclusion and to attend a reintegration interview with the Head of House or member of the Leadership Team at the end of a fixed term exclusion.
- To monitor their child's behaviour and progress via Ruler

#### Wirral Grammar School for Boys rights:

- To make clear the school's statutory power to discipline students and that students and parents will need to respect this.
- To enforce the school's approach to ensuring positive behaviour for learning including rules and disciplinary measures.
- To expect students' and parents' cooperation in maintaining an orderly climate for learning.
- To expect students to respect the rights of other students and adults in the school.
- Not to tolerate violence, threatening behaviour or abuse by students or parents. If a parent does not conduct himself/herself properly, the Headteacher may ban them from the school premises and, if the parent continues to cause nuisance or disturbance, they may be liable to prosecution.



# POLICY

## *Wirral Grammar School for Boys*

- Authorised staff have a statutory power to search pupils or their possessions, without consent, where they have reasonable grounds for suspecting that the pupil may have a prohibited item.
- Authorised staff can also search for any item banned by the school rules.

### **Wirral Grammar School for Boys responsibilities**

- To establish and communicate clearly measures to ensure good order, respect and discipline.
- To ensure staff are clear about the extent of their disciplinary authority and receive necessary professional development on behaviour strategies.
- To support, praise and, as appropriate, reward students' good behaviour.
- To apply sanctions fairly, consistently, proportionately and reasonably.
- To follow and support the Home-School Agreement.
- To take all reasonable measures to protect the safety and well-being of staff and students, including prevention of all forms of bullying and dealing effectively with reports and complaints about bullying.
- To ensure staff model good behaviour
- To promote positive behaviour through active development of students' social, emotional and behavioural skills. • To keep parents informed of their child's behaviour, good as well as bad, use appropriate methods of engaging them and, where necessary, support them in meeting their parental responsibilities. • To ensure the school's approach to ensuring positive behaviour for learning does not discriminate against any student on, e.g. grounds of race, gender, disability or sexual orientation, and that it promotes good relations between different communities.

### **Student rights**

- To be taught in environments that are safe, conducive to learning and free from disruption.
- To be treated in a respectful and appropriate manner by all members of the school community.
- To have access to all school facilities and to enjoy and utilise its resources.
- To have access to a clean and comfortable environment in which to learn and socialise.
- To enjoy school and to be able to engage in conversation with other students and staff in a calm and respectful atmosphere.
- To expect support and encouragement from staff.
- To be challenged to reach their full potential within a culture of high expectations.
- To expect appropriate action from the school to tackle any incidents of bullying, violence, threatening behaviour, abuse, discrimination or harassment.
- To have their views considered when developing school policy and making important decisions.

### **Student responsibilities**

- To treat all members of the school community with respect and politeness.
- To respect the school's property and environment, and the property of others.
- To do their best to reach their full potential
- To follow all reasonable requests and instructions by staff, to follow school rules and to accept sanctions in an appropriate way.



# POLICY

## *Wirral Grammar School for Boys*

- To arrive in full uniform and wear it correctly as well as coming to school fully equipped and ready to learn.
- To act as positive ambassadors for the school both in school time and outside of school.
- To cooperate with, and abide by, the Behaviour Policy and any arrangements put in place to support their behaviour, such as behaviour Contracts, Pastoral Support Programmes or meetings with parents/guardians and external support agencies.

# POLICY

## *Wirral Grammar School for Boys*



### **Behaviour, Attendance & Antibullying Policy Agreement**

Name of student:

Tutor Group:

Signed (Headteacher) :

Date: 1<sup>st</sup> September 2022

Signed (Parent/ Carer)

Date:

Signed (Student)

Date:

Please keep one copy and return the other signed copy to the school office.