



# Queen Mary's Grammar School

## Behaviour and Discipline Policy

Approved by the LGB November 2021

This policy follows the School's legal duties under the 'Equality Act' 2010, in respect of safeguarding and Section 90 and 91 of the 'Education and Inspections Act' 2006. It also includes guidance from the Department of Education document 'Behaviour and Discipline in Schools' January 2016 and 'Exclusions from maintained schools, academies and pupil referral units in England' September 2017, 'Searching, screening and confiscation' January 2018 and 'Sexual violence and sexual harassment between children in schools and colleges' May 2018.

### The Principles

The School believes that in order to enable effective teaching and learning to take place, good behaviour in all aspects of school life is necessary. All pupils have a right to work in a calm, supportive and purposeful atmosphere, undisturbed by anti-social or disruptive behaviour from others. Any sanctions issued against such behaviour are intended to underline the school's commitment that nothing should hinder the pupils from:

- a) Making good academic progress; and
- b) Achieving personal development in the widest sense.

Queen Mary's Grammar School aims to establish a purposeful and efficient learning environment by:

- Promoting good behaviour and discipline.
- Promoting self-discipline, a proper regard for authority, positive relationships based on mutual respect and self-esteem.
- Treating others with respect.
- Ensuring fairness of treatment for all, allowing teachers to teach and pupils to learn.
- Encouraging consistency of response to both positive and negative behaviour.
- Promoting early intervention.
- Providing a safe environment free from disruption, violence, bullying and any form of harassment.
- Encouraging a positive relationship with parents and carers and to involve them when appropriate in the implementation of the school's policy and procedures.

Restorative practice is a key approach embedded within our school procedures. We look to challenge and support in equal measure focussing very much on the small detail as much as the high level behaviour issues. We work on the premise that it is the small seemingly insignificant things we do on a regular basis that defines our behaviour, define us as people and lead to our outcomes. Focusing on these 'Atomic Habits' will therefore empower our pupils to achieve their full potential.

### Roles and Responsibilities

The Governing Body will establish, in consultation with the Headmaster, staff and parents, the policy for the promotion of good behaviour and keep it under review. It will ensure that it is communicated to pupils and parents, is non-discriminatory and the expectations are clear. Governors will support the School in maintaining high standards of behaviour.

The Headmaster, Mr R Langton will be responsible for the implementation of the policy and procedures. Support for staff faced with challenging behaviour is also an important responsibility of the Headmaster.

The day-to-day management of procedures is the responsibility of Mr T Brown, Assistant Headteacher.

Staff, including teachers, associate staff, trainee teachers and volunteers, will be responsible for ensuring that the policy and procedures are followed and are consistently and fairly applied. Mutual support amongst staff in the implementation of the policy is essential, with a particular responsibility falling to Heads of Department (HOD) and Heads of Year (HOY). All staff have a key role in advising the Headmaster on the effectiveness of the policy and procedures. They also have responsibility, with the support of the Headmaster for creating a high quality learning environment, teaching good behaviour and implementing the agreed policy and procedures consistently.

The Headmaster and staff will ensure that there is no differential application of the policy and procedures on any grounds, particularly ethnic or national origin, culture, religion, gender, disability or sexuality.

Parents and carers are expected to take responsibility for the behaviour of their child both inside and outside the school. They will be encouraged to work in partnership with the school in maintaining high standards of behaviour and will have the opportunity to raise with the school any issues arising from the application of the policy.

Prefects are expected to take a lead in setting high standards of behaviour. They are encouraged to take responsibility for maintaining good behaviour around school, particularly at break and lunchtime. They carry the Headmaster's authority in carrying out their duties; receive appropriate advice and support, and their performance as prefects is monitored closely by staff.

Pupils are expected to take responsibility for their own behaviour and are made fully aware of the school policy, procedures and expectations. Pupils also have a responsibility to ensure that incidents of disruption, violence, bullying and any form of harassment are reported.

### **Procedures**

The procedures arising from this policy are developed by the Headmaster in consultation with the staff. The procedures make clear to the pupils what are acceptable standards of behaviour and have a clear rationale which is made clear to staff, pupils and parents. The procedures will be consistently and fairly applied and promote the idea of personal responsibility and that every member of the school has a responsibility towards the whole community.

Members of staff will use the '**Atomic Habits for Lessons at Queen Mary's Grammar School**' document to encourage a consistent 'high challenge, high support' approach. Staff will enter behaviour and achievement points on to SIMs to record any negative or positive behaviours of note. Behaviour points will be monitored by HOYs who will work alongside a range of pastoral and teaching staff when addressing any patterns, individual concerns, etc. Sanctions will be issued in accordance with the '**Queen Mary's Grammar School - High Challenge, High Support ladders**' document, as well as the '**Stages of Challenge and Support**' document.

All of the aforementioned documents listed in bold can be found in **Appendix 3**.

### **Training**

The SLT will ensure that appropriate high quality training on all aspects of behaviour management is provided to support the implementation of the policy. Training will be provided by members of the SLT and in some circumstances, other members of staff.

Training/guidance will be provided for:

- New members of staff as part of their staff induction.
- All staff to inform them of changes to the policy.
- Any member of staff who requires additional help and support in dealing with issues of behaviour and discipline.

The Headmaster will report to the Governing Body on any training which has taken place regarding this policy.

## **Review**

The Headmaster in consultation with Staff will undertake systematic monitoring and conduct regular reviews of the Behaviour Policy and procedures in order to ensure that the operation is effective, fair and consistent. The Headmaster will keep the Governing Body informed.

## **Acceptable and Unacceptable Behaviour**

The School defines acceptable behaviour as that which promotes courtesy, co-operation and consideration from all pupils in terms of their relationships with other pupils, teachers, other school staff and visitors as well as other people within or outside the school premises.

In the classroom, a proper respect for the teacher, the rest of the group and the subject should inform all behaviour. There should be immediate co-operation with any instructions given by a member of staff. Only one person should speak at a time when work involves the whole class. Pupils will show proper courtesy to any visitor to the classroom; such courtesy includes the requirement for all pupils to stand when an adult enters the room.

The School has identified examples of unacceptable behaviour as that which includes disrespect or failure to follow the instructions of a member of staff. It also includes name-calling, verbal abuse, threatening language or behaviour, intimidation, bullying or harassment, including racist, sexist, religious, cyber and homophobic abuse.

Good behaviour is expected in school, during journeys to and from school, in all extra-curricular activities in or away from school and out of school.

For behaviour outside School, but not on School business, the Headmaster may punish a pupil if there is a clear link between that behaviour and the discipline and well-being of the School community. Such punishment may include temporary or permanent exclusion from the School.

## **Rewards**

The School will promote good and improved behaviour by pupils through a system of recognition and reward. This will include the use of:

- Verbal praise and positive feedback.
- House Points acknowledging behaviour, effort, classwork, homework, manners, participation, academic or sporting achievements, contribution to the school and/or wider community
- Recognition in form time, year group assembly, house assembly or whole school assembly
- Letters, praise postcard, certificates, awards
- Acknowledgement within the termly newsletter and information screens around school

## **Guidance for Issuing Detentions**

Parental consent is **not** required for detention. Teachers have the power to issue a break, lunch or after school detention to pupils. There are a number of detentions that can be utilised to challenge and support a pupil in making the necessary adjustments to their behaviour or approach (please refer to the Queen Mary's Grammar School - High Challenge, High Support ladders' in appendix 3).

It is important that all members of staff are consistent when issuing school detentions to pupils. Any inconsistency between members of staff may lead to pupils/parents questioning the reason for the detention.

The times outside normal school hours when detention can be given include:

- Any school day where the pupil does not have permission to be absent.
- Weekends - except the weekend preceding or following the half term break.
- Non-teaching days such as training days.

Staff should record behaviour points using SIMS and inform the student this has happened; lesson monitor and MINT class will allow this to be done easily when registers are taken. This information will then be communicated to parents through Parent App.

Saturday and Training day detentions are used as a high level sanction where the level of intervention has been raised to a severe level. These are issued at the discretion of the Headmaster and Assistant Head.

Staff will not issue a detention where they know that doing so would compromise a child's safety; advice should be taken from the relevant Head of Year or the DSL. Staff issuing the detention should consider the following points:

- Whether the detention is likely to put the pupil at risk.
- Whether suitable travel arrangements can be made by the parent for the pupil.

Parents are informed of after school, Saturday detentions and training day detentions in writing providing at least 24-hour notice of the detention. In some circumstances, Heads of Year may phone parents and inform them of a school detention instead of doing this in writing.

### **Behaviour Issues**

The behaviour of the majority of our students is excellent, therefore issues regarding poor behaviour towards other students and members of staff are rare. The School has identified examples of unacceptable behaviour as that which includes disrespect or failure to follow the instructions of a member of staff. It also includes name-calling, verbal abuse, threatening language or behaviour, intimidation, bullying or harassment, including racist, sexist, religious, cyber and homophobic abuse and abuse of property.

Serious incidents such as violent behaviour, possession of illegal substances, possession of a knife or a weapon, theft, vandalism, and bullying, gross disobedience/lack of respect shown to a member of staff will be referred to the HOY and Mr T Brown immediately who will take appropriate action. Such action may include internal or fixed term exclusions. Of these incidents some may be referred to the Headmaster and the subsequent action may result in a permanent exclusion from the school. The school's anti-bullying policy and substance abuse policy can also be referred to for further specific information.

### **Early Intervention and Monitoring**

The School undertakes reviews of the progress and behaviour of individual pupils as appropriate. Staff will record behaviour incidents using Lesson Monitor on the SIMS system and forward these to the relevant Head of Year and Head of Department. Staff members should deal with behaviour incidents themselves and seek help/advice from Heads of Year and Head of Department if required who will take appropriate action. The SIMS system will allow a detailed record of individual's/groups behaviour to be built up over time; this will allow early intervention strategies to be put in place to support individuals and groups.

The School encourages students to take responsibility for their own behaviour and to help them recognise the consequences of inappropriate behaviour. This is done through the work of the Form Tutors with PSHE lessons, Year assemblies, full school assemblies, as well as notices in form rooms and corridors. Such matters are also discussed at the School Council.

The School provides appropriate training and support for staff to promote positive, consistent behaviour standards.

Pupils, parents or carers who consider that a punishment is unfair or inappropriate, are encouraged to contact the Form Tutor, Head of Year, Assistant Headteacher or Headmaster, depending on the seriousness of the punishment. This should be done as soon as possible after the punishment has been issued.

## **Investigating cases**

The School will investigate, as appropriate, reported incidents of pupils' misbehaviour. The school will notify the Police and other relevant bodies of incidents where it is appropriate to do so. The school will ensure that appropriate feedback from any investigation undertaken is provided to relevant persons, together with recommendations for action.

## **Record keeping**

The prompt and accurate reporting of incidents is considered particularly important to the effectiveness of the school's Behaviour Policy.

The school maintains accurate records of behaviour incidents using:

- Lesson Monitor on the SIMS system.
- CPOMs.
- Behaviour reports.
- Copies of letters.
- Pupil files.
- Individual Behaviour Contracts.

## **Power to Search Pupils**

If a member of staff has reasonable grounds for suspecting that a pupil is in possession of a prohibited item, the members of staff has the power to search without consent for prohibited items, including:

- Knives and weapons.
- Alcohol.
- Illegal drugs.
- Stolen items.
- Tobacco and/or smoking paraphernalia.
- Fireworks.
- Pornographic images.
- Any article that has been or is likely to be used to commit an offence, cause personal injury or damage to property; and
- Any item banned by the school rules which has been identified in the rules as an item which may be searched for.

If a member of staff believes that a search is required, they should first consult a member of the SLT and only conduct a search with a member of the SLT present.

Under common law powers, schools are able to search lockers and desks for any item provided the pupil agrees. If a pupil does not consent to a search, then it is possible to conduct a search without consent but only for the "prohibited items" listed above.

School staff can seize any prohibited item found as a result of a search. They can also seize any item they consider harmful or detrimental to school discipline. Where the person conducting the search finds an electronic device that is prohibited by the school rules or that they reasonably suspects has been, or is likely to be used to commit an offence or cause personal injury or damage to property, they may examine any data or files on the device where there is a good reason to do so. They may also delete data or files if they think there is a good reason to do so, unless they are going to give the device to the police.

## **Sexual Violence and Sexual Harassment**

Sexual violence and sexual harassment can occur between two children of any age and sex. It can also occur through a group of children sexually assaulting or sexually harassing a single child or group of children. Children who are victims of sexual violence and sexual harassment will likely find the experience stressful and distressing.

This will, in all likelihood, adversely affect their educational attainment. Sexual violence and sexual harassment exist on a continuum and may overlap, they can occur online and offline (both physically and verbally) and are never acceptable.

Reports of sexual violence and sexual harassment are extremely complex to manage. It is essential that victims are protected, offered appropriate support and every effort is made to ensure their education is not disrupted.

When referring to sexual harassment we mean 'unwanted conduct of a sexual nature' that can occur online and offline. Sexual harassment is likely to: violate a child's dignity, and/or make them feel intimidated, degraded or humiliated and/or create a hostile, offensive or sexualised environment. Whilst not intended to be an exhaustive list, sexual harassment can include:

- Sexual comments, such as: telling sexual stories, making lewd comments, making sexual remarks about clothes and appearance and calling someone sexualised names.
- Sexual "jokes" or taunting.
- Physical behaviour, such as: deliberately brushing against someone, interfering with someone's clothes and displaying pictures, photos or drawings of a sexual nature.
- Online sexual harassment. This may be standalone, or part of a wider pattern of sexual harassment and/or sexual violence.
- Non-consensual sharing of sexual images and videos. (UKCCIS sexting advice provides detailed advice for schools and colleges).
- Sexualised online bullying.
- Unwanted sexual comments and messages, including, on social media; and
- Sexual exploitation, coercion and threats.

Reports of sexual violence and sexual harassment are likely to be complex, requiring difficult professional decisions to be made, often quickly and under pressure. Any incidents will be investigated by the SLT with the DSL/Headmaster taking a leading role, using their professional judgement and being supported by other agencies, such as children's social care and the police as required. The wishes of the victim in terms of how they want to proceed will be taken into account when dealing with any reported incidents. This is especially important in the context of sexual violence and sexual harassment.

### **Power to Use Reasonable Force**

Members of staff have the power to use reasonable force to prevent pupils committing an offence, injuring themselves or others and damaging property. Such use of force must be reasonable and appropriate and only be used as a last resort. Further information can be found in the school's policy on the use of 'Use of Force'.

### **Isolation of Pupils**

The School may place pupils in an area away from other pupils for a limited period where there has been a significant breach of the school rules and an investigation needs to be conducted. Pupils can be isolated with Mrs M Hayden or Mrs S Sarwar (Behaviour Support Managers), the Head of Year or Mr T Brown (Assistant Headteacher). When the school uses internal exclusion as a disciplinary penalty it should be made clear to the pupils and parents why this sanction has been used. The School will ensure the health and safety of pupils and any requirements in relation to safeguarding and pupil welfare are considered.

It is for Heads of Year, Assistant Headteachers and the Headmaster to decide how long a pupil should be kept in isolation, this will normally be one day or half a day; in exceptional circumstances this may be extended. The School will ensure that pupils are kept in isolation no longer than is necessary and that their time spent there is used as constructively in order to examine the incident that has led them to that point and how they might change their future behaviour. The School will allow pupils time to eat at break and lunchtime and use the toilet when needed. When a pupil is put in isolation, the school will notify the parents by phone.

## **Exclusion of Pupils**

Serious incidents such as violent behaviour, possession of illegal substances (drugs), possession of a knife or a weapon, theft, vandalism, and bullying, gross disobedience/lack of respect shown to a member of staff will be referred to the HOY and M T Brown immediately who will take appropriate action. This may include internal or fixed term exclusions, in serious cases incidents will be referred to the Headmaster which may result in a permanent exclusion from the school.

Only the Headmaster can exclude a pupil and this must be on disciplinary grounds. A pupil may be excluded for one or more fixed periods (up to a maximum of 45 school days in a single academic year), or permanently. A fixed-period exclusion does not have to be for a continuous period. When establishing the facts in relation to an exclusion decision the Headmaster must 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.' This means that the Headmaster should accept that something happened if it is more likely that it happened than that it did not happen. Further information relating to exclusion procedures can be found within Appendix 1.

## **Reporting to the Governing Body**

The Headmaster will report to the Governing Body on any issues relating to the Behaviour and Discipline Policy and its implementation in the school. The Headmaster will ensure that the policy is applied by all members of staff and may be held to account by the Governing Body if there are any instances when the policy has not been followed/applied consistently to all pupils.

## **Mobile Phones and other BYODs**

Mobile phones and handheld devices can cause an unnecessary distraction during the working day and are often to be considered intrusive when used in the company of others. For this reason, devices should not be used unless directed by a member of staff whilst on the school site. Devices will be confiscated from pupils and returned at the end of the school day if they are used without the express permission of a member of staff. Repeated failure to follow the school's policy on mobile phones and other BYODs will result in the normal school sanctions being used. Further details can be found the school's policy on E-safety.

## **School Uniform**

Our uniform is in keeping with the School's traditions and expectations of pupils' appearance and behaviour. A full description of the School's uniform and appearance requirements can be found in Appendix 2. Failure to follow the school's uniform regulations will result in the normal school sanctions being applied. Pupils are required to wear their full sports tracksuit on their games day.

Pupils in the CCF must dress to Queen's Regulations when in CCF uniform. Failure to follow these requirements will result in the normal school sanctions being applied. Further details can to obtained from the commanding officers of the schools CCF.

## **Working online and online activity**

With greater importance being placed on remote and blended learning all pupils must adhere to the requirements of the 'E-Safety policy'. Pupils must ensure they use social media safely and considerately. The school does not have the resources or the jurisdiction to police the internet and pupils use of social media but the school will intervene where there are safeguarding concerns, online abuse or the school name is brought into disrepute. In turn the school will work with pupils, parents and organisations such as CEOP or the Police where appropriate if an offence has occurred.

## **Appendix 1 - Exclusion procedures**

The School follows the September 2017 statutory DfE's guidelines: *'Exclusion from maintained schools, Academies and pupil referral units in England'*

Parents will be informed of the decision to exclude a pupil and will be asked to come in to school if possible for them to do so. A letter explaining the exclusion will either be posted to the parents using first class mail or handed to parents when they come in to School. The School will seek parental cooperation at all stages of the process.

The letter will provide the following information:

### **For fixed term exclusions up to 5 days in any one term:**

- The start and end date of the exclusion.
- The reason for the exclusion.
- Information regarding the condition that the pupil should not be in a public place during a fixed term exclusion without reasonable justification.
- Information regarding the setting and marking of work whilst a pupil is excluded.
- Information about how to make representations to the Governing body. The Governing Body must consider any representations made by parents, but they have no power to overturn the decision (and there is no need to call a special meeting).
- Information about who to contact if you think that disability discrimination has occurred.
- Information about a reintegration meeting following the exclusion.
- Information about your child's school record.
- A link to the Department for Education website.

Contact details for:

- Peter Woodfield at Walsall Children's Services who can provide advice.
- SEND.
- Coram Children's Legal Centre.
- Walsall Information Advice and Support Service.

### **Who will be informed?**

The Local Authority, the Chair of Governors and the clerk to the Governors. The Local Authority will be informed by means of the Notification of Permanent/Fixed term exclusion form.

### **For exclusions of more than 5 school days up to and including 15 school days in a term.**

In addition to the above information details will be given for alternative educational provision for the sixth day up until the fifteenth day of the exclusion. If this is not known at the time of writing the parents will be notified of this as soon as possible.

The parents of a pupil who is excluded for more than 5 school days and up to 15 school days in one term have the right to ask for a meeting, which must be convened within 50 school days, to consider whether to reinstate (or to mark the school record as probably the exclusion will have been completed). If no request is made there is no duty to hold a meeting or to overturn the decision. Parents may be accompanied to a meeting by a friend or an interpreter and special access arrangements will be made if parents have a disability.

Details of reintegration will also be included in the letter. This is designed to facilitate a smooth return to normal School life.



**Exclusions over 15 days in a term or a Permanent Exclusion**

The Governing Body must convene meeting within 15 school days of receiving notice (irrespective of parents asking for one) to consider whether to reinstate.

**Public Examinations**

If an exclusion (of any length) means a pupil will miss a public exam, the Governing Body must convene a meeting within 15 school days, and if possible before the date of the exam. If this is not practical, the Chair of Governors may consider reinstatement independently.

## Appendix 2

### School Uniform

Our uniform is in keeping with the School's traditions and expectations of pupils' appearance and behaviour. Queen Mary's Grammar School believes that pride in personal appearance promotes a professional and academic outlook on studying.

### Boys' Uniform Regulations

#### Hair

Pupils must maintain high standards of appearance. Hair must be worn in a simple style and extreme styles or colours are not considered appropriate. Beards are permitted but equally must be kept neat and tidy. There are to be no shaved lines in a pupils hair or eyebrows. Fades should be gradual, there should be no distinctive steps in hair length. Hairbands and top knots are not permitted. The final decision as to whether students' appearance is appropriate or not rests with the Headmaster.

### **UNIFORM REQUIREMENTS - Years 7-11**

<b>Item</b>	<b>Requirements</b>
School blazer with badge	QMGs Evolution Blazer
School tie	QMGs School tie
Trousers – grey	Trutex flat front trousers
Pullover – grey, badged	QMGs badged pullover
School Scarf	Optional
Shirt	White
Socks	Plain medium grey
Coat	Black or dark blue single colour no stripes or logos and of sufficient length to cover the blazer
Shoes	Black polished leather centre lacing/slip on. No boots
Turbans/head covering	Colour must be consistent with school uniform, i.e. black or navy

### **UNIFORM REQUIREMENTS - Sixth Form Boys**

As per the table for Years 7-11, but boys in the Sixth Form may wear:

- Pastel coloured shirts.
- QMGs Sixth Form crested tie (green).
- Brown shoes.
- Navy blue QMGs pullover.

### **UNIFORM REQUIREMENTS - Sixth Form Girls**

<b>Item</b>	<b>Requirements</b>
School blazer with badge	QMGs Girls styled Evolution Blazer
School tie	QMGs Sixth Form crested tie (green)
Skirts/trousers	Skirts should be navy blue A-line, straight or pleated and must be knee length. Trousers must be navy blue and tailored. They must have a hem and must not a wide or narrow bottom.
Pullover	QMGs badged pullover (navy)
Blouse	Plain white or pastel colours
Tights	Must be navy or natural shade (plain no patterns)
Coat	Black or dark blue single colour no stripes or logos and of sufficient length to cover the blazer
Shoes	Black or brown, conventional style flat heeled shoes including suede or nubuck. Boots, pumps or high heels not permitted

## **Hair**

Pupils must maintain high standards of appearance. Hair must be worn in a simple style and extreme styles or colours are not considered appropriate. Pupils who wish to cover their hair should do so in a colour consistent with school uniform. Minimal, natural looking make-up, may be worn. Girls may have painted nails, all of one colour. The final decision as to whether students' appearance is appropriate or not rests with the Headmaster.

## **Non-Uniform Days**

On non-uniform days, students are expected to wear sensible clothing suggesting a serious approach to their studies. Even though students are permitted to wear clothes of their own choosing, the Uniform Policy for jewellery, hair and makeup will still be adhered to.

## **Jewellery**

Jewellery should be kept to a minimum. Students may wear the following:

- One bracelet, Sikhs may wear a Kara bangle
- A necklace, to be worn under the shirt/blouse
- One ring
- Girls may wear a pair of stud style earrings

## **Piercings**

Girls may have one set of piercings in their ears. All other piercings are not allowed, including any additional piercings through ears, nose, lip, tongue, eyebrow etc. Should any student be found with such piercings, they will be expected to remove the piercing immediately.

## **Sixth Form ID Badges**

Sixth Form students are to wear their ID badge with lanyard so that it is visible at all times whilst on the school site. Failure to do so will result in a sanction.

## **Sports Kit**

Our sports kit is in keeping with our high expectations of appearance, performance and behaviour of our pupils. The uniform is supplied by Samurai Sportswear. You can only buy this through the School (and directly from Samurai). The sports kit is high quality and built to stand the rigours of sport. Other sports wear kit outside of the school range is not allowed.

## **Help with School Uniform**

We understand that starting a new school is a hugely rewarding experience but can be an expensive time for parents. If your child is eligible for free school meals we can provide assistance with the cost. If your child is not eligible for free school meals, but has been eligible for pupil premium support, at their previous school, we may also be able to provide some assistance in the form of a contribution towards the cost, but you will have to apply for assistance and provide evidence of income to receive support.

If this is not the case, we may be able, in very limited cases, to contribute towards some of the cost. Please contact the School for details.



**Atomic Habits for every lessons  
at Queen Mary's Grammar School**

**Show respect to everyone, being considerate,  
courteous and cooperative**

**Correct uniform at all times**

**As close to 100% attendance as possible**

**Punctual, on time all the time**

**Tidy up after yourself and care for your  
surroundings**

**Correct equipment for all lessons**

**100% rule—give 100% of your attention and focus  
to the teacher and the task**

**Be a CREDIT to the school  
(Courage, Respect, Equality, Discipline, Integrity,  
Teamwork)**



## High challenge, High support at Queen Mary's Grammar School

<p><b>The sanctions ladder</b> typically progresses upwards in a sequential order as incidents accumulate, however some rungs in the ladder may be skipped due to the severity of the incident. This ladder outlines the main methods in which the pupils will be sanctioned/challenged when there has been a breach in the school rules or expectations.</p>	<p><b>The support ladder</b> lists some of the support methods the school will use when and where needed to encourage the pupils to reflect on their behaviour and bring about the necessary change with input and structure. This ladder is not necessarily sequential, the list provides opportunity for support at any given time dependent upon the individual circumstances.</p>
Permanent exclusion	Stage 3 report
Managed move	Stage 2 report
External Fixed Term Exclusion	Stage 1 report
Internal Fixed Term Exclusion (1-5 days)	Class report
Isolation	Nurture group
Training day detention	Work with external agencies
Saturday detention	Referral to SEMH mentor
SLT detention	Referral to SEND
HOD/HOY detention	Mentoring
3Cs detention	Community service
Teacher lunch detention	Restorative meeting
Teacher break detention	Restorative task
Teacher reprimand	Parental communication, e.g. phone call, meeting, etc.



## Queen Mary's Grammar School Stages of Challenge and Support

<b>Stage 1</b>	<ul style="list-style-type: none"> <li>• Pupil reaches 10 behaviour points</li> <li>• Issued with a HOY detention</li> <li>• Placed on a 1-week Form Tutor report</li> </ul>
<b>Stage 2</b>	<ul style="list-style-type: none"> <li>• Pupil reaches 30 behaviour points</li> <li>• Issued with SLT detention</li> <li>• Placed on a 2-week HOY report</li> <li>• Removal of privileges and other sanctions in line with performance whilst on HOY report</li> </ul>
<b>Stage 3</b>	<ul style="list-style-type: none"> <li>• Pupil reaches 50 behaviour points</li> <li>• Issued with Saturday Detention</li> <li>• Placed on a 2-week SLT report</li> <li>• Removal of privileges and other sanctions in line with performance whilst on SLT report.</li> </ul>
<b>Stage 4</b>	<ul style="list-style-type: none"> <li>• Continuing deterioration identified through accumulation of behaviour points</li> <li>• Parental meeting with HOY and Mr T Brown</li> <li>• Behaviour support strategies to be identified and implemented</li> </ul>
<b>Stage 5</b>	<ul style="list-style-type: none"> <li>• Ongoing concerns that have not been resolved through stages 1 – 4</li> <li>• Parental meeting with HOY, Mr T Brown and Headmaster</li> <li>• Behaviour contract to be established and/or other behaviour management strategies</li> </ul>

Serious incidents such as violent behaviour, theft, vandalism, and bullying, gross disobedience/lack of respect shown to a member of staff will be referred to the HOY and Mr T Brown immediately who will take appropriate action. This may include internal or fixed term exclusions, in serious cases, incidents will be referred to the Headmaster which may result in a permanent exclusion from the school.