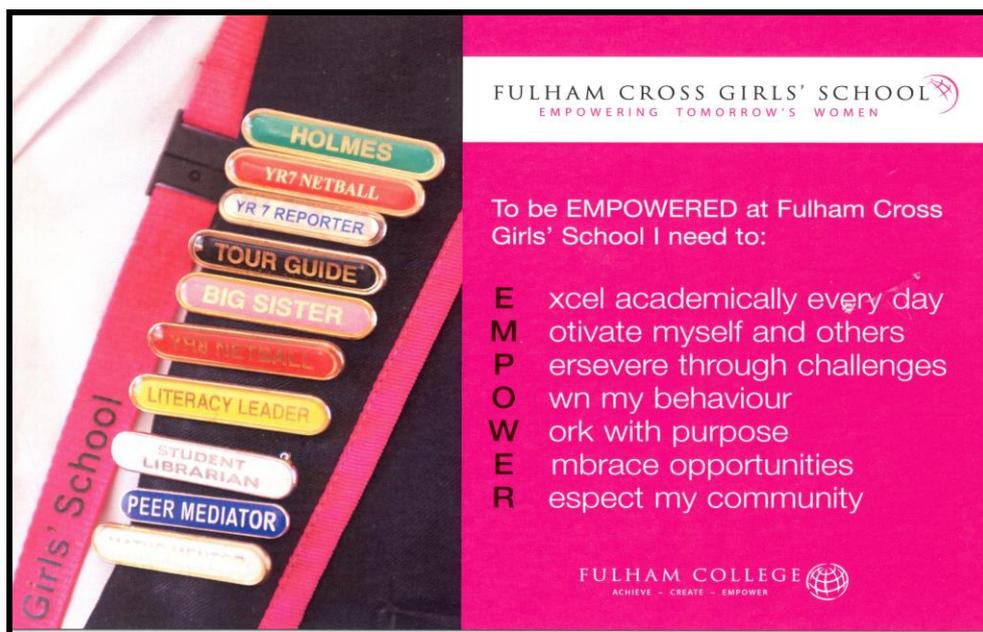


Behaviour Management Policy

All Policies refer to the application of the Fulham Cross Vision statement which is:



Person Responsible	<i>Deputy Headteacher</i>
Review Frequency	<i>Annually</i>
Policy First Issued	<i>Sept 2012</i>
Last Reviewed	<i>July 2017</i>
Agreed by SLT	<i>Date</i>
Does this policy need to be ratified by Governors?	<i>Yes</i>
Ratified by Governors on	<i>June 2017</i>
This policy is communicated by the following means	<i>Staff Shared Area & Website</i>

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(NB. This policy needs to be considered alongside the Fulham Cross Girls' School Home-School Agreement, Student Planner, Attendance Policy, Exclusion Policy, Mobile Phone Policy and other pastoral policies which outline school expectations)

Policy Objectives

Fulham Cross Girls' School is a hugely successful institution that works with a wide range of students from a diverse array of backgrounds. The school places significant emphasis on learning and meeting the needs of all students. This personalised approach has become the corner stone of the success that the school has created. Leaders and teachers recognise that well planned lessons, which allow students to progress effectively and feel actively involved in their own learning are the key to both outcomes and the management of student behaviour. Students who feel engaged in lessons behave in a manner that is appropriate.

The school aims to 'Empower Tomorrow's Women'. This ideology is far much more than a strap line. It is a fundamental belief of the school. We want to support our young women to become the best that they can be by acquiring more than knowledge. We believe that our role is to open the minds of our students to see the possibilities that they can create for their future if they apply themselves industriously. As part of the EMPOWER agenda we ask Fulham Cross students to Own their Behaviour. This is deep in understanding of how to become a mature adult and contribute to society beyond the realms of the school environment. Students who can reflect on both their positive and negative actions, accept responsibility for their good and bad decisions, understand consequences and learn from their mistakes make far more effective learners and go on to be well-rounded adults.

This policy aims to clarify the way that the school seeks to recognise and reward correct choices as well as manage and sanction poor choices to ensure that students amend their behaviour accordingly.

We operate with transparency. We make clear to our students, at interview, that we have high expectations and if they meet these expectations we will maximise their potential with them.

We make no apology for outlining these expectations to students and their families. It is vital that every student who attends Fulham Cross Girls' School is committed to the ethos of the school. We display our guidelines in every classroom, we make clear to our students what they can expect if they work hard and commit to the institution. Students know that they will be recognised not only by a first rate education but also by appropriate rewards and experiences. We are also clear and transparent about what will happen should students challenge the boundaries of the school. We are a hugely successful school, this success has been built over time and we want every child to prosper and go on to great things in the future.

Recognition and Rewards

Fulham Cross Girls' School believes that it is vital to recognise the efforts and achievements of our learners. The vast majority of our students behave impeccably both in school and in the local community. As a school we work tirelessly to recognise this approach and seek to reward students for making correct choices and maximising their life chances.

Teachers are expected to recognise the effort of students during lessons taught in the school. Curriculum Leaders are expected to recognise students in their subject area through positive communication with families. Learning Progress Co-ordinators are expected to reward students for their contribution to the school through Year Assemblies and School Leaders are expected to recognise students through public events.

What follows is an outline of the various mechanisms that the school employs to reward our students for their ongoing effort:

Achievement

- Achievement Points given to students for excellent classwork and homework
- Termly letters home for high Achievement Points
- EMPOWER Passport (Year 7)
- EMPOWER Postcards written home to families
- Positive phone calls and letters home
- End of term certificates handed out in Year Assemblies
- Westfield vouchers
- Graduation trophies (Yr 9)
- Subject awards with certificates (Year 11)
- Whole School Shields with certificates (Year 11)
- November Achievement Awards (Progress/Attainment/Achievement)
- June EMPOWER Awards (Values)

Attendance

- Termly letters home for high attendance
- Weekly 100% Attendance voucher
- End of term non-uniform day – 100% attendance (with 'Golden Ticket')

Reward Experiences

- Held at the end of each term to recognise those students who have made good progress, have attended frequently, high Achievement Points and low Behaviour Points.

Negative Behaviours and Sanctions

Fulham Cross Girls' School recognises that a minority of students behave in a manner that is not conducive to learning. This behaviour has a negative impact upon other learners and is often detrimental to the progress of the individual learner themselves. As a school we understand that we play a vital role in supporting families to attempt to modify this behaviour and encourage students to make better and more appropriate choices.

As a school we utilise and employ a range of strategies to encourage a student to change their negative behaviours. We understand that modifying individual behaviour initially requires the student to accept responsibility for their actions and then relies on the individual child to want to change their behaviour. We try to work closely with the student and their family to assist in this process.

What follows is an outline of the various mechanisms that the school employs to attempt to modify negative behaviours:

- Warnings in the lesson along with a reminder of the behaviour that is expected
- The allocation of Behaviour Points for behaviours that are detrimental to learning or contravene school expectations
- Detentions at break time, lunch time or after school
- Saturday detentions for persistent or more serious concerns
- The use of Subject Reports (Blue), Tutor Reports (Green), Learning Progress Co-ordinator Reports (Amber) and Senior Leadership Reports (Red)
- Being included in school – removal from mainstream lessons
- The use of 'The Alternative to Exclusion' (TATE) – being placed in isolation at Fulham College Boys' School
- Fixed Term Exclusion
- A placement at the Childerley Centre for a Managed Intervention for up to 5 weeks
- A Pastoral Support Plan
- Managed Move to another school on a trial basis (If possible and appropriate)
- Permanent Exclusion

Expectations of staff

We expect our staff to apply the school's expectations fairly, plan appropriately challenging and suitable learning episodes, reward students for their positive behaviours and apply the school's sanctions consistently for any student who does not meet our expectations. We also ask our staff to operate with transparency and work with families, Curriculum Leaders, Learning Progress Co-ordinators and Senior Staff to ensure that all stakeholders are clear about how students are progressing.

Transparency of Communication

Fulham Cross Girls' School fully understands the local community that it serves. Our role is to educate the young women of Fulham, and surrounding areas, by offering them the best academic education that is possible. We also seek to support the growth and maturity of our students. This means working closely with families to inform them about how their child is progressing both academically and pastorally.

In order to ensure that families are informed about student development Fulham Cross reports frequently on the progress that students are making. This is accomplished in a number of ways. We have formal reports which are posted to families, we hold regular formal and informal events to encourage families to engage with the school, teachers are expected to telephone or write to parents for both positive and negative updates about students and regular letters/emails are sent to families.

It is through this frequency of contact that we have created an ethos of transparency with the students and families that we serve which ensures that everyone is clear about the progress that students are making.

Anti-bullying

Bullying is defined as:

The use of force, threat, or coercion to abuse, intimidate, or aggressively dominate others. The behaviour is often repeated and habitual.

Fulham Cross Girls' School does not tolerate bullying of any kind. We teach our students the need to resolve conflict without resorting to verbal, physical or psychological abuse of another person. If a student is found to be guilty of bullying another student (following investigation) then the school will respond with significant sanction up to, and including, exclusion from the school.

Below is the School's operational approach to Bullying:

- The Deputy Headteacher in charge of the Personal Development, Behaviour and Welfare of students leads on the anti-bullying policy. They are assisted by the LPCs, Progress Tutors and HSLO to uphold the policy.
- The school will not tolerate bullying and recognises that challenging bullying effectively will, improve the safety and happiness of students, show that the school cares and make clear to bullies that their behaviour is unacceptable.
- All incidents of bullying are recorded, including the actions taken to resolve the issue.

Fulham Cross Girls' School recognises that there are many definitions of bullying but consider it most commonly to be:

- Behaviour which is deliberately hurtful, (including verbal, indirect and physical);
- Repeated over a period of time.
- Difficult for victims to defend themselves against.
- Bullying includes verbal and physical abuse and the inappropriate use of electronic media such as mobile phones or the internet.

The school recognises that there are different types of bullying, they include:

- Bullying related to the race, religion and/or the cultural background of a student
- Bullying that incorporates the use of sexist language
- Sexual bullying
- Homophobic bullying
- Bullying of students with Special Educational Needs
- Bullying of students with a disability
- Cyber bullying
- Bullying where items are stolen
- Bullying which results in the injury to others
- Students should be reminded that all forms of bullying are unacceptable and will not be tolerated.

The school encourages students 'to tell' if they feel they are being bullied. Direct action should be taken immediately to support the student and resolve the issue. A poster is displayed in all classrooms including a confidential email address encouraging students to inform the school if they are being bullied – iamworried@fulhamcross.lbhf.sch.uk. This email address is monitored by the Deputy Head for Pastoral Well-being and Support:

- The school seeks to follow up after an incident to check the bullying has not started again. If students expect follow up, they are less likely to start bullying again.
- Strict sanctions will be put in place for students involved in 'cyber bullying'; such sanctions could be supported by the confiscation of hand held devices when on school site or an insistence that the student does not bring such devices onto site. The parents of students involved in cyber bullying will be engaged in this process.
- Students may be required to sign an anti-bullying contract in the presence of their parents and the school's Police Liaison Officer.
- Sanctions should be considered carefully. In cases of severe and persistent bullying, exclusion from school may be necessary.

Exclusion (Please see FCGS Exclusion Policy)

Banned Items

- The following items are not permitted on the school site: caps, stink-bombs, lighters, cigarettes, skateboards, roller skates, laser pens, steel-capped boots and other non-uniform footwear, jewellery including facial piercings and junk food*. This list is not exhaustive and the school maintains the right to confiscate any item that is considered dangerous, offensive, inappropriate and that compromises safety or that has been identified as banned.

* Junk food includes crisps, chocolate, sweets, pastries, fizzy drinks and juices, high sugar foods and all forms of fast food. Students are only permitted to bring still, unflavoured water to school.

- The following items are considered dangerous and are also banned: fireworks, illegal drugs, solvents, knives, blades, pointed items, alcohol, guns (including plastic toys or replicas).
- Students found in possession of 'banned' items will have them confiscated and may be excluded from school (This exclusion may be permanent). In relation to dangerous items, it is likely the

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school will involve the Police. The school has the authority to 'dispose' of banned items.

Malicious Accusations

Where students are found to have made malicious accusations against a member of staff that are proved unfounded the school will exclude the student concerned. Dependent on the severity of the accusation and the distress caused, this exclusion may be permanent.

Community

Fulham Cross Girls' School is one of the top performing state schools in the country. Our students are expected to represent the school impeccably on their journey to and from the school as well as in all areas of the local community. Students are expected to wear full school uniform, including school shoes and the school blazer at all times on their journey to and from school.

Students need to appreciate that if they behave in a manner that is detrimental to the reputation of the school then they will be sanctioned accordingly up to and including exclusion from school.

Parents/Carers

Parents/carers are expected to behave in an adult, mature and amicable fashion at all times when on the school site or in conversation with members of staff. When a parent's behaviour is giving cause for concern the governing body has the authority to ban the parent from site and pass their details on to the relevant authorities. Parents will receive a letter outlining this should any unpleasant incidents occur.