



Behaviour Policy Addendum – COVID19

Reviewed by: DHT Pastoral / Inclusion

Date of Adoption by Governing Body: Chair Approval

Chair of Governor's Signature: _____

Date to be Reviewed: June 2021

ADDENDUM - COVID-19 Behaviour Policy at The Joseph Rowntree School to be read in conjunction with the existing Behaviour Policy.

Context

From 20th March 2020 parents/ carers were asked to keep their children at home, wherever possible, and for schools to remain open only for those children of workers critical to the COVID-19 response and those children deemed to be vulnerable.

From the week commencing 15 June, we began to welcome back students in Year 10 and Year 12 in small numbers, in addition to vulnerable students, or children of critical workers.

We are now preparing to welcome all children back this autumn. While coronavirus (COVID-19) remains in the community, this means making judgments at a school level about how to balance and minimise any risks from coronavirus (COVID-19) with providing a full educational experience for children and young people.

Rationale

It is important for schools to be calm and disciplined environments, where everyone follows the rules. This update of The Joseph Rowntree School Behaviour Policy reflects new protective measures put in place to address behaviour that may place students or members of staff at risk from COVID 19. The new rules and routines that have been established to address this risk are detailed in this addendum. It also includes appropriate consequences so that staff can ensure pupils understand them and can enforce them rigorously. This is particularly important when considering restrictions on movement within school and new hygiene rules.

The disciplinary powers that schools currently have, including exclusion, remain in place.

Risk Assessment

The health and safety of our students and staff is paramount at this time, and The Joseph Rowntree School has undertaken rigorous risk assessment and followed advice including:

- Avoiding contact between different groups of students with all year groups now in 'bubbles' which remain in designated areas within the school.
- Staggered arrival, break, lunch and leaving times.
- Additional protective measures, such as increased cleaning and encouraging good hand and respiratory hygiene.
- Enhanced cleaning arrangements
- A requirement that people who are ill or symptomatic stay at home.
- Staff maintaining distance from students and other staff as much as possible.

Induction

All students returning to school will take part in an induction which sets out the following rules:

1. Observing social distancing rules

- a. At all times, students must continue to observe social distancing guidelines when they are outside their home, including ensuring they are **2 metres** away from anyone outside their household
- b. Students must observe social distancing guidelines when travelling to and from school
- c. Students should arrive at school within their allocated time and go straight to their designated area.
- d. Students must comply with all markings within school to indicate where to stand when in a queue or designated area.
- e. Students must follow instructions on who they can socialise with at school, and how.
- f. Students must use the toilets which are allocated to them.
- g. Students must not share belongings or equipment with others. This includes food and drink, and drinking bottles.

2. Clean hands more often than is usual

Students must:

- a. Follow school instructions on hygiene, such as hand washing and sanitising.
- b. Wash hands thoroughly for 20 seconds with running water and soap and dry them thoroughly
- c. **OR** if not able to do this - use alcohol hand rub or sanitiser ensuring that all parts of the hands are covered
- d. Follow these procedures at the following times –
 - on entry to school
 - after going to the toilet
 - before and after eating

3. Ensure good hygiene

Students should:

- a. Adhere to the 'catch it, bin it, kill it' approach
- b. Avoid touching their face
- c. Wash their clothes regularly, as there is some evidence that the virus can stay on fabrics. Short sleeved shirts should be worn or long sleeve shirts should have their sleeves rolled up to the elbow

4. Adhere to the school one way system

- a. Students should only enter school through the designated entrance.
- b. Students should follow instructions for moving to their designated areas.

5. Follow school rules and expectations

Students must

- a. Be well behaved.
- b. Be respectful.
- c. Be responsible.
- d. Listen to the teacher
- e. Raise their hand when wishing to speak.
- f. Walk in the school
- g. Allow others to learn and the teacher to teach.
- h. Follow instructions the first time.
- i. Follow social distancing guidance
- j. Remain with designated areas within school.

6. Follow school rules and expectations for online learning.

Students must:

- a. Communicate with staff only through their school email.
- b. Communicate respectfully and politely.
- c. Complete work to the best of their ability.

Behaviour which places others at risk

The Joseph Rowntree School holds the safety and wellbeing of staff and students as paramount.

Any behaviours which could place the safety and wellbeing of students or members of staff at risk will be considered a serious breach of the school's behaviour policy. In these cases, the headteacher will decide if allowing the student to remain in School would seriously harm the education or welfare of the student or others in the School, or put them at risk. The school will work with other agencies to address issues of serious poor behaviour related to COVID 19. This will include the North Yorkshire Police School Liaison Officer.

Behaviours that may place students or members of staff at risk include, but is not limited to; sneezing, spitting or coughing at or towards another person, deliberate physical contact, fighting, playfighting, pushing or behaviours which do not adhere to social distancing rules.

This also includes threats to undertake behaviours which could place the safety and wellbeing of students or staff at risk or where students do not stay within their designated area within the school. This may be a single incident, or persistent disruptive behaviour.

Behaviours which place others at risk when travelling to and from school by not adhering to social guidelines and governmental guidance will also be considered a serious breach of the school's behaviour policy.

Exclusion

Head teachers retain the power to exclude students on disciplinary grounds. Any decision to exclude should be lawful (with respect to the legislation relating directly to exclusions and a school's wider legal duties, including the European Convention on Human Rights and the Equality Act 2010); rational; reasonable; fair; and proportionate. Permanent exclusion should only be used as a last resort, in response to a serious breach, or persistent breaches of the school's behaviour policy, and where allowing the student to remain in school would seriously harm the education or welfare of the student or others in the school.

Guidance published on 29th May 2020 outlines some changes to exclusion processes. The arrangements come into force on 1 June 2020 and will apply to all exclusions occurring from then until 24 September 2020 (inclusive of those dates). The arrangements also apply to:

- permanent and fixed term exclusions occurring before 1 June which have not yet been considered by the governing board of the school
- permanent exclusions occurring before 1 June which have been considered by the governing board, if they have chosen not to reinstate the pupil and the time limit to apply for a review of this decision has not passed
- permanent exclusions occurring before 1 June where a parent (or pupil aged 18) has requested a review of a governing board's decision, but this has not yet happened

Any exclusions covered by the arrangements will continue to be subject to them after 24 September 2020, until the procedures for scrutiny of the exclusion have been exhausted.

Governing boards' duties to consider reinstatement of excluded students, and the process for independent review panels.

The timeframes set out in the School Discipline (Pupil Exclusions and Reviews) (England) Regulations 2012 remain in force. This applies to all exclusions, including those that were issued before 23 March.

The Government appreciates that it may not be possible to meet the timeframes set out in regulations for review meetings and IRPs (Independent Review Panels), due to the disruption caused by the coronavirus outbreak and the health risks of holding meetings.

If it has not been reasonably practicable for governing boards to meet in person within the original time limit for a reason related to coronavirus (COVID-19) or remotely for a reason relating to the other conditions for a remote access meeting, the time limit for the meeting will be extended.

The time limit for a governing board meeting will not be extended if it has already passed before 1 June. The government appreciates that it may not have been possible to meet the normal time limits over recent months, due to the disruption caused by the coronavirus (COVID-19) outbreak and the health risks of holding meetings. Governing boards should arrange for overdue meetings to take place via remote access, if the conditions for such a meeting are met, or in person as soon as it is safe and practicable to do so.

If a time limit for a meeting has been extended, the governing board should reassess at regular intervals whether it is reasonably practicable to meet in person and, if it is, should arrange to do so without delay, in light of the need to minimise uncertainty for pupils and their families as far as possible.

Meetings to consider permanent exclusions, and fixed period exclusions resulting in the pupil missing more than 15 school days in a term

If a pupil is permanently excluded or receives a fixed period exclusion which results in them having been excluded for 16 or more school days in a term, then the governing board should try to meet to discuss reinstatement within 15 school days. If it has not been reasonably practicable for the governing board to meet face to face within 15 school days for reasons relating to coronavirus (COVID-19), and it has not been reasonably practicable to meet by way of remote access for a reason relating to the conditions for a remote access meeting, the limit will be extended to 25 school days, or as long as reasonably necessary for a reason related to coronavirus (COVID-19).

Meetings to consider fixed period exclusions resulting in the pupil missing between 6 and 15 school days in a term

If a pupil receives a fixed period exclusion which results in them having been excluded for at least 6 school days in a term but not more than 15 school days in that term, and the parent (or pupil, if aged 18 or above) chooses to make representations about the exclusion, then the governing board should meet to discuss reinstatement within 50 school days. If it has not been reasonably practicable for the governing board to meet face to face within 50 school days for reasons relating to coronavirus (COVID-19), and it has not been reasonably practicable to meet by way of remote access for a reason relating to the conditions for a remote access meeting, the limit will be extended to 60 days, or as long as reasonably necessary for a reason related to coronavirus (COVID-19).

Timescales for application for independent reviews of exclusions

Where a governing board declines to reinstate a pupil who has been permanently excluded, parents (or the excluded pupil, if they are 18 years old or above) can apply for a review of the governing board's decision.

For exclusions covered under these arrangements, the deadline for applications has increased to 25 school days from the date on which notice in writing of the governing board's decision is given to parents, or directly to the pupil if they are 18 or above.

Schools must wait for the extended period of 25 school days to pass without an application having been made before deleting the name of a permanently excluded pupil from their admissions register, in accordance with the Education (Pupil Registration) (England) Regulations 2006 as amended.

Timescales for meetings of independent review panels to consider permanent exclusions

If it has not been reasonably practicable for a review panel to meet in person within the original time limit of 15 school days for reasons related to coronavirus (COVID-19), and it has not been reasonably practicable to meet by way of remote access for a reason relating to the other conditions for a remote access meeting, the timescale for the meeting will be extended to 25 school days, or as long as reasonably necessary for a reason related to coronavirus (COVID-19).

The time limit for an IRP meeting will not be extended if it has already passed before 1 June. The government appreciates that it may not have been possible to meet the normal time limits over recent months, due to the disruption caused by the coronavirus (COVID-19) outbreak and the health risks of holding meetings. Arranging authorities should arrange for overdue meetings to take place via remote access, if the conditions for such a meeting are met, or in person as soon as it is safe and practicable to do so.

Remote access meetings

When governing boards or independent review panels (IRPs) have to meet to consider an exclusion, they can do so via telephone or video-conference software ('remote access') as long as certain conditions are met.

The conditions are that it is not reasonably practicable for the meeting to take place in person, within the usual timescales, because of coronavirus (COVID-19), and that the governing board (or arranging authority, if the meeting is an IRP) is satisfied that:

- all the participants agree to the use of remote access
- all the participants have access to the technology which will allow them to hear and speak throughout the meeting, and to see and be seen, if a live video link is used
- all the participants will be able to put across their point of view or fulfil their function
- the meeting can be held fairly and transparently via remote access

It is the responsibility of the school governing board (or the arranging authority in the case of an IRP meeting) to make sure these conditions are met before a meeting takes place.

The governing board or arranging authority should assess the facts of the case, the circumstances in which a meeting in person could be expected to take place, the needs of the intended participants (as far as this is possible), and the latest public health guidance when determining whether it would be reasonably practicable to meet in person.

Reasonable Adjustments

The Joseph Rowntree School recognises that the current circumstances can affect the mental health of students and their parents/ carers in a way that affects behaviour.

Some children will return to school having been exposed to a range of adversity including bereavement and long term anxiety. This may lead to an increase in social, emotional and mental health (SEMH) concerns. Additionally, where children have special educational needs and disabilities (SEND), their provision may have been disrupted during partial school closure and there may be an impact on their behaviour. Some children will need additional support and access to services such as Educational Psychologists, social workers, and counsellors. For children and young people with SEND, it will be especially important to teach new norms and routines around protective measures and personal hygiene clearly and accessibly.