

Coronavirus outbreak Addendum September 2020.

This addendum was created in August 2020 and is the second update to the Student behaviour Policy. The information will continue to be updated regularly in line with local authority and national guidelines regarding the Covid-19 pandemic in the United Kingdom.

The Academy aims to act in accordance with the Student Behaviour Policy as much as possible; however, we understand the necessity for additional rules and considerations during the coronavirus (COVID-19) pandemic. This addendum sets out what additional actions the Academy will take during this time.

It is also worth noting that this addendum is specific to the students attending the main site. Students attending Heatherdene or external alternative provision will follow the specific guidelines relevant to their provision.

Managing with Student Risky Behaviour

As we return to the academy following the school closure, we all need to be ready and prepared, safe in the knowledge that we know what to do and how to respond in any given situation. The focus should always ensure that students' best interests continue to come first.

Challenging Risky Behaviour (CRB), means that as a staff, we are able to manage potential risky behaviours, demonstrated by students, whilst always remaining safe. During this pandemic, there has never been a greater emphasis on safety.

We should always look to follow government guidance on social distancing, personal hygiene, hand washing and the 'catch it, bin it, kill it' message around coughs and sneezes. Staff should also continue to implement a common sense approach to behaviour management, as per the student behaviour policy July 2019.

Further information of hand washing and Catch it. Bin it. Kill it. Can be found via the links below;

- Hand washing- <https://www.nhs.uk/live-well/healthy-body/best-way-to-wash-your-hands/>
- Catch it. Bin it. Kill it. <https://www.england.nhs.uk/south/wp-content/uploads/sites/6/2017/09/catch-bin-kill.pdf>

We should always look to praise those who are getting it right. During the return to the academy, this is even more important as it will reinforce the positive behaviours of those complying. Praising good behaviour also promotes good behaviour in others, and should be encouraged.

Staff also have a responsibility to educate the students around staying safe. Wherever possible, all academy staff should be sharing good practice and role modelling the desired behaviours to students. Where required, staff explicitly teach and supervise health and hygiene arrangements, e.g. handwashing, tissue disposal and toilet flushing.

In line with continued staff feedback, the academy has adapted the current student behaviour policy to ensure that all students understand how to remain safe whilst on site and to support staff when praising and sanctioning students. There are clear expectations relating specifically to the current climate, these changes are covered below. The academy will continually review these changes against the latest government guidelines.

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Student briefings.

All students entering the building will be briefed, in year group bubbles, on the how to stay safe. Each briefing will include advice on effective handwashing and social distancing. Academy expectations will be clearly communicated to all students at this time. Students will be supported throughout this process with individual briefings/support offered to students where required.

The academy will act quickly to protect students and staff from harm. If a student is deemed to be deliberately putting others at risk due to their behaviour, the student behaviour policy will be followed. In some cases, it may be necessary to send a student home via a Fixed Term Exclusion in order to keep everyone safe. In such cases, this will clearly be communicated with parent/carer. Home learning will be made available in such cases.

Due to the student bubbles, coupled with careful group dynamic planning and thorough risk assessments, it can be suggested that fights/physical contact is less likely to occur during reopening. However, there remains a possibility of student physical contact and we should therefore prepare to manage these situations.

Staff should look to de-escalate a situation early. This is crucial. If there is a concern before physical contact is made, remove one student from the room/location and seek support from other staff members. Where this is not possible, and a fight has started, the staff member should follow these guidelines (in no particular order);

- 1, Use the power of your voice. Verbal commands can sometimes be successful in these situations.
- 2, Seek support from other staff members as you are aware there may be a problem. Use the radio and other students to gain the attention of other staff members.
- 3, Look to create other distractions. Whistling, banging etc can sometimes be effective.
- 4, Use your arms to create a divide between the students. This can be effective during fights/physical contact when students have temporarily moved apart. Once separated, ensure the students are removed to a secure place well away from each other.

If all the above has failed and students or staff are in imminent danger, be prepared to use proportional and reasonable force by way of physical intervention if you feel you can, or call for a member of the executive team to do so as soon as you can.

If faced with such a situation, staff must make a decision based on the information available at the time. As a staff we have a duty to protect not only the students but also ourselves. Staff should weigh up the risks to physical intervention in order to remove the potential of significant physical harm between students. The academy executive team appreciate that this will not be an easy decision to make.

Physical Handling during the Covid-19 outbreak

Any physical handling will be in accordance with existing school policy and staff training requirements. Updated advice from Jon Glover (Physical Intervention Co-ordinator Nottinghamshire County Council) is that staff move immediately to Level 3 hold in order to minimise the risk of staff being bitten or scratched (our normal response would be to start with a Level 1 hold and move to Level 2 – 3 if required).

Where physical intervention has taken place, staff should follow the guidelines in the TSCA Covid-19 risk assessment to minimise risk of infection.

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Generally speaking, there are 3 reasons why a student will break the social distancing guidelines.

1. Deliberately
2. They misunderstand the guidelines/out of habit
3. They forget

Students who deliberately break the social distancing guidelines will be excluded. This means that they will at least work in isolation away from other students with a member of the executive team but would in most instances be sent home.

Those who misunderstand the guidance will be given support. Support staff members, such as Learning Managers and PLC staff, will be on hand to discuss social distancing with such students. Note; those who repeatedly break the social distancing guidelines may be isolated for the safety of themselves and others.

Students who forget to socially distance will be given a warning. If the offence is repeated, the students will be excluded, isolated and/or be sent home.

Behaviour Policy Adaptations.

1. Learning Journals will not be collected by staff members at any point. For this reason, the academy does not expect students to bring their journal to school until further notice.
2. A no touching policy will be introduced for all students. This is to promote social distancing at all times.
3. The one way system will be enforced. Although students may be given permission to travel a more logical and safer route when moving around the building by their class teacher.
4. After school detentions will be served in year group bubbles in accordance with year group finishing times. To ensure student safety, all detentions will be 30 minutes in duration and students are expected to leave site immediately after serving their detention. For clarity, Year 7 and 8 detentions will be from 1330-1400hrs, Year 9 and 10 detentions will be from 1430-1500hrs and Year 11 detentions will be from 1530hrs-1600hrs. If a student has a matrix detention. These will be served at the same time, but with the detention extended for 10 minutes. For example, a year 7 student serving a matrix detention will begin their detention at 1330hrs and finish the detention at 1410hrs.
5. Matrix rooms will be used if required. Students should only be moved to a room containing students in the same bubble (year group). If a suitable room cannot be located, staff should contact the executive team, or a supporting staff member, to remove the student.
6. Incorrect uniform will not carry a sanction. Staff to encourage attendance and support uniform concerns. Where students cannot wear the correct uniform, suitable garments must be worn that fulfil the following requirements:

They are plain in colour

They are practical for school

They do not display words, logos or graphics that are considered offensive

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In all cases, the parent/carer is expected communicate the uniform issue with the appropriate Learning Manager.

7. Uniform loans will not be issued.
8. Weekly detentions for negative points balances will resume.
9. The Academy expects students to follow all arrival and departure arrangements to the best of their ability and to arrive at the correct time.
10. Students are expected to participate in any infection control and social distancing measures, e.g. hand washing, before entering and exiting the school.
11. The Academy expects students to move immediately to their learning area after washing their hands upon arrival.
12. Upon departure, the Academy expects students to move immediately from the school buildings and not to linger on the school premises without good cause, e.g. they are waiting to be picked up.

Praise and Positive Acknowledgment

3.1 b Students will no longer be required to carry their Learning Journal with them in school. For this reason, positive points will not be logged on a student's values card. All points should however, continue to be logged on ISAMS by the class teacher. Where possible, the class teacher should endeavour to call, text or email a parent carer to make them aware of their child's achievements that day.

Supporting Students to Get It Right

4.2 The reset room will reopen to students in September.

4.2 b The PLC will continue to provide tailored support to our most vulnerable learners. Students should never be sent to the PLC without prior discussion with the team on duty that day. The PLC staffing team will set up the centre to ensure that social distancing is implemented.

4.2 c Heatherdene will reopen on September 2nd 2020. All parent/carers of children who attend the provision will be written to separately regarding the arrangements for returning in September.

5 General Academy Expectations

<p>Planner removal/verbal warning for first instance of not following/meeting academy expectations.</p> <p>Verbal guidance/support or warning.</p>	<ul style="list-style-type: none"> • Low level disruption in the classroom. The student is safe to continue working in the current location. Examples, talking, slow to work/respond, disengaged. • Not following social distancing- undeliberate. • Sneezing in the direction of others. With little consideration of others- undeliberate.
<p>Detention Yr 7/8 1330-1400hrs Yr 9/10 1430-1500hrs Yr 11 1530-1600hrs</p>	<ul style="list-style-type: none"> • Failure to modify behaviour after a warning.

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Exclusion (this may be internal or external)	<ul style="list-style-type: none"> ● Failure to follow the academy dress code (with no attempt made to work positively with staff to rectify). ● Refusal to wash hands in line with academy expectations ● Refusal to follow social distancing or repeatedly/deliberately breaking the social distancing expectations. ● Refusal to follow personal hygiene guidelines repeatedly/deliberately. ● Any other behaviour deemed to be unsafe/putting others at risk
Permanent exclusion	<ul style="list-style-type: none"> ● Extreme circumstances only

Respecting Personal Space

5.3 A no touching policy will be introduced for all students. This is to support social distancing at all times.

Mobile Phones

5.5 Mobile phones will be confiscated if seen or heard. Phone confiscation will be led by the executive team. Parents/carers will not collect the phone if a first offence. Phones will be issued back to the student at the end of the day. Parents will be called and notified that the phone has been confiscated. If a phone is confiscated for a second time, parents must make a pre-arranged appointment to collect the device. Parents should not come into the academy without an appointment.

Attendance and Punctuality

Attendance is mandatory for all students from September 2020.

6 Behaviour In The Classroom

Failure to amend behaviour choices following a warning is likely to lead to a detention or alternative sanction being issued. The table below is for guidance only and is not exhaustive and the final decision lies with the Principal. Note that this table should be read in conjunction with the table in section 5 to allow for problems around general behaviour expectations that occur during lessons.

Planner removal and Verbal guidance/support or warning.	<ul style="list-style-type: none"> ● Off task or disruptive behaviour.
Detention (final decision to be made at the end of the lesson*)	<ul style="list-style-type: none"> ● Following a warning, a student fails to modify their behaviour as directed by the classroom teacher.
Matrix Room (removal to a different classroom within the same bubble)	<ul style="list-style-type: none"> ● Continuation of failure to modify behaviour. ● More serious one-off incident whereby remaining in the classroom would undermine the teacher or create a prolonged disruption to learning (not coronavirus related)
Internal exclusion	<ul style="list-style-type: none"> ● Failing a matrix removal or a more serious, one off incident, where a return to lesson is not appropriate.
Removed from site	<ul style="list-style-type: none"> ● Deliberately or repeatedly putting the health and safety of others at risk.

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7 Behaviour During Social Times

Positive and negative behaviours should continue to be logged on ISAMS by the staff member. The student receiving the positive/negative feedback should be informed verbally as staff will no longer be required to log the behaviour in the student learning journal.

8 Detentions

All detentions will be served after school in year group bubbles as indicated in section 5. Detentions will last 30 minutes.

9 Matrix Detention

Matrix detentions add 10 minutes to a detention. There matrix detention will last 40 minutes in total. If a student is removed from a classroom they will be removed to a matrix room containing students in the same bubble.