

# ***St Joseph's Catholic Primary School, Worcester***

**'Following Jesus in all we do'**



**2020-2021**

## **Behaviour and Discipline Policy**

**COVID-19 Addendum and any Incidence of Unprecedented School Closure**

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## **Statement of Policy**

The Government's guidance for school employers during COVID-19 highlights that the Headteacher and Governing Body still have a statutory duty and responsibility to ensure the health, safety and welfare of their workforce. This includes ensuring that there are proportionate and reasonable measures in place to ensure that all pupils and staff are safe during the coronavirus (COVID-19) outbreak.

This addendum to the Behaviour Policy of St Joseph's Catholic Primary School is for use during the arrangements for education of students at home and in school during the Covid-19 partial school closures.

Any reviews will take into consideration all aspects of applicable legislation and advice at the time.

This policy should be read and used in conjunction with the school's:

- Child Protection and Safeguarding Policy: COVID 19 Addendum and any incidence of unprecedented School Closure.
- SEND Policy COVID 19 Addendum and any incidence of unprecedented School Closure
- Safeguarding Children Policy
- SEND Policy
- **Behaviour and Discipline Policy**

### **Our aim:**

At St Joseph's Catholic Primary school, we are committed to enabling all children to access education successfully. This is an "inclusive" process; part of this commitment is concerned with establishing a high standard of behaviour throughout the school. The way in which pupils and adults behave has a profound effect on all the work that is undertaken. Therefore, a well thought out approach to this aspect contributes directly to both the social and learning aspects of our school.

As a result of the virus, the school's working environment has had to change in light of the Government guidance. Risk assessments have been undertaken and will be regularly reviewed in line with advice, in order to protect and uphold the highest standard of health and safety for our pupils and staff at this time.

We recognise that high standards are best promoted when everyone (staff, parents and children) have a shared understanding of what is acceptable and unacceptable behaviour. By promoting good behaviour, we can build individual and collective esteem and encourage good personal relationships.

Unsafe behaviour during this unprecedented time, including not following instructions for social distancing and remaining in allocated "bubble" groups, or other behaviour that could compromise the health and safety of others, may result in the pupil being sent home. On some occasions this may result in pupils needing to remain at home in order to protect the welfare of all pupils and staff within the school.

The same procedures for dealing with poor behaviour choices will be followed in line with the current behaviour policy including the use of the zone boards. However, if poor behaviour continues, the pupil will receive a short sanction and discussion with a senior leader about their choices and a phone call will be made to the parents to make them aware of the situation.

If a decision is made that the pupil is unsafe their parent/carer must collect them immediately and they will not be able to return that day.

On return, if there is no improvement the school could decide to ask for the pupil to stay away from St Joseph's during this period.

Risk Reduction Plans for all pupils with a high level of need, determined by the Headteacher, will be completed in conjunction with teachers and parents.

All staff will continue to follow the principles set out in Part 5 of Keeping Children Safe in Education, acting on any safeguarding concerns they have immediately. This includes both children attending school and those remaining at home.

Where staff are interacting with children online for home school learning, they will continue to follow our online safety policy, behaviour policy and code of conduct.

Appendix 1: Detail to support behaviour decisions

Appendix 2: Staying Safe in School – these rules will be shared with children daily on their return to school and referred to.

Approved by the Chair and Vice Chair of Governors on 28.5.2020.

## Appendix 1a to Behaviour Policy Addendum Pupils **Attending School**

| Category                     | Concerns  | Dealt with by                             | Possible actions   |
|------------------------------|---|---|--|
| <b>Low Level Disruption</b>  | <ul style="list-style-type: none"> <li>• Minor disrespect</li> <li>• Inappropriate behaviour</li> <li>• Disrespecting staff members</li> <li>• Unacceptable behaviour below the expectations set out in the school's <b>Behaviour policy</b>.</li> <li>• Refusal</li> </ul>   | Teacher on Site                           | <ul style="list-style-type: none"> <li>• Conversation with pupil(s) which could include a verbal warning, moving seats and following the behaviour management strategies set out in the behaviour policy.</li> <li>• Review of access</li> <li>• Contact with parents/carers.</li> </ul>   |
| <b>High Level Disruption</b> | <ul style="list-style-type: none"> <li>• Repeated instances of Low Level disruption</li> <li>• Unsafe behaviour during the partial closure (Refusal to deliberately social distance; persistent refusal to comply with instructions)</li> <li>• Any use of racist, homophobic, bullying, discriminatory language/behaviour.</li> <li>• Creating the need for Team teach putting staff and pupils at significant risk</li> </ul> | Teacher on site<br>SMT/SLT member on site | <ul style="list-style-type: none"> <li>• Conversation with pupil(s) which could include a verbal warning, moving seats and following the behaviour management strategies set out in the behaviour policy.</li> <li>• Contact with parents/carers.</li> <li>• Behaviour Log completed via 'My concern'</li> <li>• Further risk reduction and assessments to be completed.</li> <li>• Behaviour Plan to be put in place.</li> <li>• HT decision for temporary suspension and review period set.</li> </ul> |

## Appendix 1b Behaviour Policy Addendum Pupils **Remote Learning**

| Category                     | Concerns  | Dealt with by                       | Possible actions   |
|------------------------------|---|-------------------------------------|--|
| <b>Low Level Disruption</b>  | <ul style="list-style-type: none"> <li>• Minor disrespect</li> <li>• Inappropriate behaviour on any online platform</li> <li>• Disrespecting staff members on any online platform</li> <li>• Unacceptable behaviour below the expectations set out in the school's <b>Acceptable User policy.</b></li> </ul>  | Virtual Teacher                     | <ul style="list-style-type: none"> <li>• Student should be given a warning and reminded of behaviour expectations while accessing remote study.</li> <li>• Contact with Parents- Telephone Call/Email</li> </ul>   |
| <b>High Level Disruption</b> | <ul style="list-style-type: none"> <li>• Repeated instances of Low Level disruption</li> <li>• Any use of racist, homophobic, bullying, discriminatory language/behaviour on any online platform</li> <li>• Inappropriate comment about any member on any online platform</li> <li>• A single use of offensive language towards staff on any online platform</li> </ul> | Virtual teacher<br>SMT & SLT Member | <ul style="list-style-type: none"> <li>• Contact with Parents- Telephone Call/Email.</li> <li>• Behaviour Log completed via 'My concern'</li> <li>• Temporary Suspension of student access to emails or online learning platform.</li> <li>• Behaviour Plan to be put in place.</li> <li>• SLT decision for temporary suspension.</li> </ul> |

Appendix 2: Staying Safe in School (During COVID-19)

|  |   |
|--|---|
| <p><b>Use virtual greetings with our friends and teachers</b></p>                                      | <br>Greeting |
| <p><b>Keep our belongings to ourselves (pencils and rulers)</b></p>                                    |              |
| <p><b>Keep our hands clean by washing them throughout the day</b></p>                                  |              |
| <p><b>Stay in our bubble group with our key adults</b></p>   |              |
| <p><b>Stay on the left of the corridor</b></p>   |             |
| <p><b>Enter the toilet when asked to by an adult</b></p>   |            |
| <p><b>Remember to respect everyone's 2m bubble area at break and lunch time</b></p>                    |            |
| <p><b>If I need to cough or sneeze, I will use a tissue and put the tissue straight in the bin</b></p> |            |
| <p><b>Tell a grown up if I am feeling worried</b></p>  |            |