

## Behaviour Policy: Temporary Covid-19 Addendum

### Introduction

Pupils need a calm, orderly and disciplined environment which gives them security and allows them to flourish. This temporary Addendum to the Behaviour Policy highlights and explains particularly important school rules and procedures whilst also setting out all temporary changes to the policy due to Covid-19. The new routines, expectations and proxies for control will be taught explicitly to all pupils by school leaders and the teaching of behaviour will be clearly planned. The effective teaching of behavioural norms will build a safe and calm culture in which pupils will feel secure.

### Scope and duration

This addendum applies during the period of the school's phased reopening and continued operation until all additional national measures for hygiene and distancing are lifted. Queensbury Academy's Behaviour Policy continues to apply throughout this period and will continue to be implemented consistently, rigorously, openly and fairly.

The School's Behaviour Policy and this addendum applies to all pupils currently attending Queensbury Academy school, including those for whom the attendance is temporary due to Covid-19.

### Additional and emphasised school rules during this time

The existing school rules as set out within the School's Behaviour Policy continue to apply. Below are some additional and some emphasised school rules which apply during this time:

- No spitting, coughing or sneezing, or pretending to spit, cough or sneeze, at or towards another person or another person's belongings.
- Hands must be washed regularly and properly in line with school's guidance.
- Pupils of sufficient age and understanding are expected to ensure good respiratory hygiene – following the 'catch it, bin it, kill it' approach.
- There must be no physical contact of any type at any time. This includes horseplay, hugging, handshakes etc.
- The seating plan in the classroom is non-negotiable and is in place for the safety of each pupil. Pupils should stick to the seating plan, not move tables or chairs nor leave their seat without speaking to the teacher.
- Pupils must maintain a safe distance from others between and during lessons.
- If a break and/or lunch time is in place, pupils must go outside (weather permitting) or remain in a designated venue (if the weather is poor). They should stick to zoned areas and maintain a safe distance from others.
- Pupils must not share belongings (food, stationery, books etc) with others and must not handle other people's belongings.
- Pupils should use the toilet designated to them when it is designated. On exiting the toilet, they should wash hands thoroughly.
- You must tell an adult if you feel that you are suffering from a high temperature, a new continuous cough or loss or change to your sense of smell or taste.

- Where a pupil persistently fails or is unable to comply with one or more of the expectations set out above, a risk assessment will be undertaken for to determine risks and decide if it is safe to be safely accommodated in school. Following the risk assessment, the school may decide that for pupils who are high risk it may be safer for them to continue with home learning.
- Subject to the Behaviour Policy, the school will continue to discipline pupils for misbehaviour when the pupil is: taking part in any school-organised or school-related activity; travelling to or from school; wearing school uniform or is in some other way identifiable as a pupil at the school. The school will also discipline pupils for misbehaviour at any time (whether or not the conditions above apply) that: could have repercussions for the orderly running of the school; poses a threat to another pupil or member of the public; or could adversely affect the reputation of the school.

### **Existing school rules which do not apply during this time:**

The following school rules set out in the School Behaviour Policy do not apply whilst this addendum is in force:

- The need for school uniform to be worn

### **Rewards and sanctions**

Any pupil who commits a breach of the school rules, including the additional and emphasised school rules set out above, may be sanctioned using the full range of sanctions set out in the School Behaviour Policy and the School Exclusion Policy, dependent on the seriousness of the breach, up to and including in extreme cases permanent exclusion.

A range of disciplinary measures will be implemented consistently, openly, and fairly. The school reserves the right to apply the following measures:

- verbal reprimand
- setting extra work or repeating unsatisfactory work for completion at home
- missing social times at break or lunch time
- detentions at break and lunch time but not after school or weekends
- being placed on a conduct or attendance report for monitoring and improving behaviour
- instigating a Pupil Behaviour Support Plan
- isolation to reduce the impact of behaviours upon other pupils and staff
- exclusion

Rewards will continue as set out in the School Behaviour Policy.

### **School uniform and face masks**

The usual rules on school uniform do not apply during this time. Pupils are expected to wear freshly washed clothes each day and we understand this would be difficult to achieve if school uniform would be required. Pupils should wear clothes appropriate for school and should not wear any item which another reasonable person may find offensive.

Wearing a face covering or face mask in schools is not recommended by government guidance. We ask you to follow government guidance, but no pupil will be sanctioned for wearing a face mask or face covering.

## Use of reasonable force

The rules on the use of reasonable force as set out in the Behaviour Policy continue to apply. Further clarification is set out below:

- The school does not encourage a ‘no contact’ policy as there is a real risk that such a policy might place a member of its staff in breach of their duty of care towards a pupil, or prevent them taking the necessary action to prevent a pupil causing harm.
- The decision on whether to physically intervene is subject to the professional judgement of the staff member concerned and should always depend on the individual circumstances. If an alternative method of control than restraint is possible, then this method will be used first. If physical contact is the only suitable method, then this is permitted during this period.
- A risk assessment will be undertaken for pupils who, based on evidence available prior to closure of schools, potentially required physical intervention. This will allow the school to determine risks and decide if it is safe for pupils requiring physical intervention to be safely accommodated in school.
- Following a risk assessment, the school may decide that pupils who are a high risk should continue with home learning.
- Should it be deemed reasonable, proportionate and necessary to physically intervene during an incident then staff have a duty of care to intervene. When doing so they will:
  - be able to change clothing immediately after the incident
  - take a shower immediately, at home if necessary.
- Following the physical intervention, the pupil will be isolated, and parents/carers will be informed of the incident and advised to collect their child.
- Following a risk assessment and a discussion with pupil and parents/carers, the pupil should return to school unless it is deemed unsafe to do so.
- These incidents may occur at speed. It might not be feasible to wear personal protective equipment (PPE), but if possible then this is encouraged.
- Serious incidents involving the use of force will be recorded and reported to parents/carers in line with the Policy.

## Covid bullying

If bullying is suspected or reported, including any Covid-related bullying, the incident will be dealt with immediately by the member of staff who has been approached and the school’s Anti-bullying Policy will be followed.

## Additional mitigating factors and reasonable adjustments

We understand that some pupils will return to school having been exposed to adversity, including bereavement and long-term anxiety. Their experiences during lockdown could culminate in an increased prevalence of social, emotional and mental health (SEMH) concerns. We also understand that for some students with special educational needs and disabilities (SEND) their provision may have been disrupted during partial school closure and this may have an impact on their behaviour. Some children will need additional support and access to services provided by educational psychologists, social workers, and counsellors. These factors and each pupil’s individual needs will be taken into account when applying rewards and sanctions, in line with the school’s SEND, Whole School Equality and Disability policies.

Leaders will make their best endeavours to ensure that pupils with additional needs are supported to meet the new expectations and behavioural norms. Reasonable adjustments will be made as appropriate. For pupils with special educational needs and/or disabilities, a risk assessment will be completed to ensure risks are mitigated in a safe way. Support plans will be updated as a result.

### **Proactive risk management**

We understand that proactive risk management will reduce potential for poor behaviour. We will make intelligent use of our data using behaviour risk registers to predict behavioural habits and anticipate risks, rather than simply reacting to situations. Separate risk assessments will be produced for pupils who exhibit challenging behaviours.

### **Behaviour outside of the school gates**

The School Behaviour Policy and this addendum applies to all pupils at this school when they are in school, and in some circumstances, at the discretion of the Headteacher, when they are out of school including when at the school gates and when entering and leaving school. Further details are set out within the Behaviour Policy.