



BEHAVIOUR POLICY – annex in response to post Covid-19 wider reopening

(valid 1st June – 24th July 2020)

1. Introduction

This annex to the existing academy *Behaviour Policy* provides the framework for managing behaviour in our Trust, as we implement the next phase of the government's release of lockdown measures. This is in the context of managing the ongoing risk from Covid-19 through consistent application of the controls in our *Risk Assessments*, and locally developed procedures. This *Behaviour Policy* is a key part of those controls and it is an essential requirement that every member of staff and all pupils / students adhere to this policy in order to achieve a Covid-19 secure environment.

2. Background

In implementing wider reopening for more pupils and students, we must:

- support pupils' & students' mental health and wellbeing
- evaluate the home learning that has taken place through a low-stakes approach; there should be no formal written tests, at least in the first instance
- work to understand the impact of closure particularly on high needs groups
- re-establish good learning habits
- begin the process of rebuilding the educational damage of the Covid-19 closure

We must recognise that different pupils and students will have undergone hugely different experiences during closure; each will have engaged with their learning differently; many will have enjoyed the closure experience, but many will not; some may now be experiencing economic or societal pressures within their family. The challenge we face is to work within this new environment in ways which support young people and help to rebuild their learning, but we must not compromise the health and safe keeping of our wider communities.

For the duration of this policy, attendance of pupils / students at school will be curtailed by public health policy. At a point that the Principal of an academy should decide that the attendance of a particular individual or group is impacting negatively on our ability to implement control mechanisms within our Risk Assessments, s/he will require that pupil / student to revert to home learning.

3. Requirements

Following their induction, which much complement the messages to parents outlining new protocols and expectations before return, **pupils and students must:**

- ✓ Always **follow all hand washing and respiratory hygiene** requirements
- ✓ **Remain only in the designated bubble** of pupils / students for learning
- ✓ Always sit in the seat directed by staff
- ✓ Avoid contact with other bubbles of pupils / students in social time by **remaining in designated space**

- ✓ Avoid contact with other bubbles of pupils / students when moving around the academy by **adhering to signage that outlines how to move around the academy**
- ✓ **Only use personal equipment**, or equipment that has been cleaned specifically for the pupil / student
- ✓ Adhere to all protocols and systems that have been implemented to protect the health of our communities and to make our academies Covid-19 secure

4. Responses to Transgressions

Pupils / students must follow the requirements outlined above. Whilst we need establish quickly a *zero-tolerance* approach to these requirements, this cannot mean a *one-strike and out* approach to transgressions, as this will fail to respond to the issues summarised in the *Background* section of this annex.

If a pupil / student fails to follow one of the requirements outlined above, it is likely (particularly in the first few days) to be an accidental transgression. The supervising member of staff must:

- Explain calmly and clearly what the pupil / student should have done, in order to reinforce understanding of the requirements
- Ensure that all pupils / students in the bubble are reassured that a further similar transgression must not occur

Under no circumstances should a pupil / student be sent out of the classroom or in any way isolated for failing to follow the requirements above. In dealing with transgressions, at no point should any adult use a raised voice or use any kind of punishment that might compromise our work to be Covid-19 secure.

Should it be clear that a transgression is deliberate, or is repeated, the Principal will ensure a Risk Assessment is completed on the individual pupil / student which considers:

Has the pupil / student had appropriate induction on new requirements on return?	
Yes	No
Could we deploy additional support to help the pupil / student adhere to requirements?	
Yes	No
Deploy additional support and return to bubble.	Discuss with parent and return to home learning
Carry out further induction and return to bubble.	

Should the Principal decide that a pupil / student must return to home learning, this is not an exclusion.