

## 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 until all additional Covid-19 national measures for hygiene and distancing are lifted. Oxford Spires 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 Oxford Spires Academy, including those for whom the attendance is temporary due to Covid-19.

We may need to amend or add to this addendum as circumstances or official guidance changes. We will communicate any changes to staff, parents and pupils.

### 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.
- Pupils of sufficient age and understanding are expected to ensure appropriate distance between themselves and other pupils and staff where possible. This includes arrival to and from school.
- Pupils will socially distance when lining up. This will be achieved through well-planned locations, staffing and markings.
- Non-essential movement around school will be avoided. Movement will be planned, with a pre-defined route. Staff will be on duty along the route to supervise the safe movement of pupils.
- Pupils will not be required to line up outside the classroom. Staff will welcome pupils into their classroom from a socially distanced position and maintain a physical presence near to the screen. Students will be expected to adhere to the seating plan without question.
- Non-essential movement in class is to be avoided.
- Students are not to share equipment such as stationery and should be arriving to school fully equipped.

## Remote learning rules

If pupils are not in school and are home-learning, we expect them to follow all the rules set out below.

Parents should also read the rules and ensure their children follow them. Parents should contact Ms Woodworth-Sturla (VP- Pastoral) or Mr Dixon (Senior VP) if they think their child might not be able to comply with some or all of the rules, so we can consider alternative arrangements with them and support them with their learning.

- Be contactable during required times – although take into account that pupils may not always be in front of a device the entire time
- Complete work to the deadline set by teachers
- Seek help if they need it, from teachers or teaching assistants
- Alert teachers if they're not able to complete work
- Use proper online conduct, such as using appropriate language in messages

If there are any problems with pupils adhering to rules around remote learning, including if they don't engage with the remote learning set for them, we will get in touch with parents directly to discuss this.

## 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.

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

## School uniform and face masks

From September 2020 all pupils must wear uniform to school and follow normal school rules on uniform as set out in the behaviour policy. If pupils cannot wear their full uniform, parents should contact their Head of House in the first instance.

With regard to face masks, Anthem encourage the following approach for all students:

**Face coverings (public transport):** Face coverings are required at all times on public transport, except where this is not possible for health reasons.

Students should remove these face coverings when they enter school (via their allocated gate). If they wish to wear a face-covering in school this must be a different face covering from that worn on public transport.

Students must not touch the front of their face covering during use or when removing them. Students must wash their hands immediately on arrival (as is the case for all pupils), dispose of temporary face coverings in a covered bin or place reusable face coverings in a plastic bag they can take home with them, and then wash their hands again before heading to their classroom.

**Face coverings (classrooms):** face masks or cloth coverings are not required for students during lessons.

**Face coverings (communal areas):** when students from multiples groups use a communal area at the same time, they are encouraged to wear a face covering. Any face covering used must be different to the one used on public transport.

Please note that the above guidance on face masks is encouraged but not mandatory for students.]

## 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, potentially require 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 an individual plan needs to be put in place to support the pupil.
- 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, where possible, staff will endeavour to:
  - 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.