



Behaviour Management Procedures 2020 Covid-19 Appendix

This behaviour appendix adds academy specific detail to “The Harmony Trust Behaviour and Anti-Bullying Policy”. It has been written in response to the specific circumstances related to the Covid 19 pandemic in May 2020. It is to be used in conjunction with, and read alongside, the Behaviour Policy, Anti-Bullying Policy, E-Safety Policy and Safeguarding Policy.

The Harmony Trust acknowledges guidance provided by CSTUK in this situation. Following CSTUK recommendation, it should be noted that 'any pupil who commits serious or persistent breach of the new **COVID-19 Protection Rules** may be sanctioned by the academy principal using the full range of sanctions available, dependent on the seriousness of the breach, up to and including in extreme cases permanent exclusion.'

At Greenhill Academy we aim to maintain a secure, caring and stimulating environment in which children are encouraged to have respect for themselves and each other. Whilst expectations in our Behaviour Management Procedures documentation remain pertinent, it is necessary, in light of the Covid-19 pandemic, to make some adjustments for the safety of all pupils and staff. The **Covid 19 Protection Rules** at the end of this appendix will be shared with all pupils when they return to school and at regular intervals, particularly in the early stages of pupils' return. Time should be spent explaining to pupils in an age appropriate and sensitive way the purpose of and reason for these additional rules.

The required adjustments are set out below:

Arrivals, Departures and Moving round the school.

Children must enter school through their designated entrance at the agreed time. Children will enter and will go straight to their designated area, keeping a 2m distance from any other individual as outlined in the information sent to parents/carers. The responsible teacher will then direct the children to their class bubble through the external doors.

If a parent needs to speak to a member of staff, they will contact school via email or phone. No parents will be allowed on site at any time without a prior appointment and social distancing measures being in place.

At their designated home time, children will be led out of the building from their designated exit and move to their collection point, maintaining social distancing, until their adult arrives.

Movement around the school will be limited. When the children leave their bubble classroom to go outside for break or outdoor learning, they will walk ensuring they stay 2m from peers and adults. There will be a one way system in place around the school site (always keeping LEFT). Children will follow an adult from their bubble on their designated route.

Children will be expected to tell a member of staff if they are unwell and are exhibiting signs of Coronavirus by raising their hand.

Children must have a responsibility for their own equipment e.g. water bottles and lunch boxes and ensure that these are not shared with other pupils.

Children and parents will use the posters and markers to aid their movement.

Hand washing and Hygiene

Children will be expected to follow all hand washing and hygiene routines while in school. Children will wash hands /use antibacterial gel on entering school, after returning from the outside, before and after eating and at regular intervals during the day.

We ask children to follow the catch it, bin it, kill it, mantra when in school, if they need to cough or sneeze, they should use a tissue or crook of their arm. Children will be reminded not to touch their face, mouth, nose or eyes while at school.

Should a child refuse to follow these routines, disciplinary procedures and sanctions will be used (see below).

Social Distancing

Children who are old enough will be expected to socially distance from their peers and adults in school and on the playground/field at all times. All pupils in school will have their own table with chairs spaced 2m apart. When children enter their bubble, they will be expected to go straight to their table and nowhere else in the room. Children will put their hand up if they need an adult's support, they will not get out of their seats or move their seats.

Carpet time will be avoided, but where necessary, children will be expected to sit in their designated space and not move until instructed.

Teachers will ensure that pupils, where ever possible, adhere to social distancing measures. Where older pupils are not complying, the usual disciplinary procedures and sanctions will be used (see below).

We understand socially distancing may be more difficult for younger children, they will be encouraged wherever possible to keep a distance from peers and adults, however, we understand this may not always be possible.

Toilets

Each bubble will have their own toilets to use. These will be sign posted. Children will be supervised and encouraged to use the toilets one at a time. When a child has finished in the toilet they must wash their hands for at least 20 seconds using soap.

Break times

Break times will be staggered to avoid crowding and in zoned areas. Children will have a designated place to play during break times. Children will be expected to remain socially distant from both peers and adults during play and break times. Children must stay in their designated area at all times.

Children will be encouraged to take part in social distancing games e.g. Charades, Dodgeball, Simon Says. Games such as Tag and football will not be permitted.

Rewards

The BUCKET Rules will continue to be used to reward children for their behaviour and work. Teachers and Teaching Assistants welcome opportunities to praise individuals for good work, attitude or good behaviour, and show recognition, if these are brought to their attention. Above all praise and encouragement should be used as much as possible.

Walking through school to show their work to the Head Teacher or other adult for acknowledgement and praise during this time will not be permitted. However, for each bubble a Teams meeting can be held weekly where 'Stars of the Week' can be praised with Mr Padley or Mrs Glynn.

Behaviour and exclusions

If a child's behaviour is deemed high risk, for example, refusing to adhere to safety measures, such as, hand washing, social distancing, remaining in their bubbles or deliberate behaviours that put themselves or others at risk, such as spitting or deliberately coughing at people. The following sanctions and disciplinary procedures could be used:

- Conversation(s) with pupil(s) which could include a verbal warning and further explanations of the dangers of the pupils unacceptable actions, moving seats if logistically possible and other behaviour management strategies in line with our current behaviour management procedures.

- Once all appropriate behaviour management strategies have been exhausted, contact should be made with pupil's parent/carer.
- If the health and safety of other pupils and staff members are put at risk by the pupils not adhering to social distancing measures, then the parent/carer will be expected to collect the pupil and the exclusion policy can be implemented.

Pupils with Special Educational Needs

School acknowledges that children will have had a range of different experiences during the lockdown period which may have an impact on their behaviour presentation upon return to school. Some may present with new behaviours as a result of being isolated from friends or having missed a significant event or experience; e.g. exams, school trip, etc. Others may have experienced bereavement or loss or another, real or perceived, traumatic episode. For many, the process of re-engagement with learning and the school community, under unusual circumstances, may require some additional input and encouragement.

As a result of these varied experiences children may present with behaviour that is not usual, this may include;

- Anxiety; lack of confidence
- Challenging behaviour; fight or flight response
- Anger; shouting, crying
- Hyperactivity and difficulties maintaining attention

For some children, including those with attachment concerns or SEN, and especially those with autism, the change in routines and lack of familiarity will require additional adjustment.

School recognises that behaviour could be a sign that for some individual children there is an unfulfilled need and that the behaviour is communicating that there is a problem. The school will undertake an individual risk assessment for the child and use **reasonable endeavours** to make the necessary adjustments to reduce the stimulus that may be triggering the challenging response.

Children with SEN are recognised as being particularly vulnerable and therefore have an urgent need to be re-integrated back into school as soon as reasonably possible. School will work closely with parents to implement supportive strategies that will inform an appropriate response. If necessary school will seek external support from other agencies such as Educational Psychologists or Early Help.

Pupil's working at home.

If interacting with other pupils or staff online, students should always be kind and respectful to each other and respectful and obedient to staff, remembering at all times that that staff are not 'friends' with, or peers to, pupils.

Pupils should never attempt to contact staff via social media or make comments about staff on social media platforms. Any inappropriate comments to staff online, via LbQ/Purple Mash, or any other platform will be taken very seriously. This is also the case of for any online bullying towards other pupils or peer-on-peer abuse that is disclosed to the school during this time. Staff will continue to provide learning for children at home.

Staff behaviour and expectations

Staff will be expected to uphold and follow the social distancing measures expected across school, including one way systems and always KEEP LEFT. This will support the children in maintaining distance, and also set a good example to parents.

Staff will be required to use specific toilets as planned and instructed.

Staff will be responsible for the general cleaning of their bubble throughout the day, where possible.

Use of the staffroom will be limited and staff must take their breaks outside where possible, following the rota system to avoid multiple staff using the staffroom for drinks or food preparation. If a staff member requires the use of the staff room for their break, specific seats will be allocated.

Offer a curriculum to nurture and reconnect with children, including activities for mental health and wellbeing. Focus on reading, both whole class and individual. Staff will also continue to send out learning activities for children who are learning from home.

Revised/ Additional Rules - to be shared with pupils as they return to school and regularly thereafter

1. You should endeavour to be 2 metres away from other pupils and adults at all times, including in corridors and outside
2. You should always wash your hands for 20 seconds with soap or use hand gel when you arrive, after going to the toilet or come in from outside.
3. You should stay in your seat at your desk and put up your hand if you need anything from an adult in your classroom
4. You should not leave your classroom without an adult's permission

5. You should use a tissue or your arm if you need to sneeze or cough and put up your hand up if this happens so you can be told to go to wash your hands