

Professional Behaviour Policy 2020

COVID-19 Addendum

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global academy

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1. Context

At Global Academy we aim to maintain a secure, caring and stimulating environment in which students are encouraged to have respect for themselves and each other. Whilst expectations in our Professional Behaviour Policy remain relevant, it is necessary, in light of the Covid-19 pandemic, to make some adjustments for the safety of all students and staff.

It is to be used in conjunction with, and read alongside, the Professional Behaviour Policy, Anti-Bullying Policy, E-Safety Policy, Safeguarding and Child Protection Policy. These adjustments are set out below:

2. Arrivals, Departures and Moving round the school.

Students will enter the Academy through the main entrance at the agreed time. Students will enter and will go straight to their designated hub, keeping a 2m distance from any other individual as outlined on the maps sent to parents/carers.

There will be markers on the floors to support students with social distancing.

At their designated dismissal time, students will leave the building from the designated exit. They will leave in an organised manner, again keeping their distance using the markers on the floors as a guide.

Movement around the Academy will be limited. When the student leaves their hub classroom to go for break or lunch, they will follow the markers on the floor to ensure they stay 2m from peers and adults.

Students will follow the designated route from their hub classroom or area. Students will be expected to tell a member of staff if they are unwell and are exhibiting signs of Coronavirus by raising their hand.

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

3. Uniform Expectations

Student will be expected to wear their full Global Academy uniform and lanyards whilst onsite.

4. Hand washing and Hygiene

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

We ask all students 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. Student will be reminded not to touch their face, mouth, nose or eyes while at school.

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

5. Social Distancing

Students will be expected to socially distance from their peers, adults in school and in communal areas at all times. Pupils will have their own work area with chairs spaced 2m apart. When students enter their hub classroom, they will be expected to go straight to their allocated work space and nowhere else in the room. Students will put their hand up if they need an adult's support, they will not get out of their seats.



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

We understand socially distancing may be more difficult, students will be encouraged wherever possible to establish a routine to keep a distance from peers and adults, however, we understand this may not always be possible.

6. Toilets

Each hub classroom will have their own toilets to use. These will be sign posted. Students will be encouraged to use the toilets one at a time (this may not always be possible). When a student has finished in the toilet they must wash their hands.

7. Break times

Students will have a designated place to connect during break times. Students will be expected to remain socially distant from both peers and adults during break times. Students must stay in their designated area at all times.

8. Behaviour in the Academy

If a student's behaviour is deemed high risk, for example, **refusing** to adhere to safety measures, such as, hand washing, social distancing, remaining in their hub classroom or deliberate behaviours that put themselves or others at risk, such as spitting or deliberately coughing at people.

The following non-negotiable sanctions and disciplinary procedures could be used:

- Conversation(s) with pupil(s) which could include a verbal warning, moving seats if logistically possible and other behaviour management strategies in line with our current Professional Behaviour policy.
- 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 a fixed term exclusion may be applied in line with Exclusion guidance.

9. Pupils with Special Educational Needs

Global Academy acknowledges that students 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 frustration 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 students 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 students, including those with attachment concerns or SEN, and especially those with autism, the change in routines and lack of familiarity will require additional adjustment. Global Academy recognises that behaviour could be a sign that for some individual students there is an unfulfilled need and that the behaviour is communicating that there is a problem.

Global Academy will undertake an individual risk assessment for the student and use **reasonable endeavours** to make the necessary adjustments to reduce the stimulus that may be triggering the challenging response. Pupils 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.

Global Academy 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.

10. Student's working from home

If pupils are not in school, we expect them to follow all of the rules set out below.

Parents should also read the rules and ensure their child follows them. Parents should contact **Sophia Martin - Vice Principal Behaviour and Safety**, 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.

Rules:

- Be contactable during required times – we will consider that pupils may not always be in front of a device the entire time
- Attend and take part in Live Conference lessons
- Complete work to the deadline set by teachers
- Seek help if they need it, from teachers or learning support assistants
- Alert teachers if they're not able to complete work
- Use proper online conduct, such as using appropriate language in messages

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

Students should never attempt to contact staff via social media or make comments about staff on social media platforms. Any inappropriate comments to staff online, or any other platform will be taken very seriously.

This is also the case of for any cyberbullying towards other students or peer-on-peer abuse that is disclosed to the school during this time.

11. Monitoring arrangements

Global Academy will frequently review this Covid-19 Addendum Professional Behaviour policy, as guidance from the local authority or Department for Education is updated.

At every review, it will be approved by the Principal and/or Full Governing Board.