

Addendum for Behaviour Policy at Upton Meadows Primary School – Update January 2021

School Name: Upton Meadows Primary School

Policy owner: Clare Searing

Date: 8/1/21

Date shared with staff: 11/1/21

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1. Context

From 20th March 2020 parents were asked to keep their children at home, wherever possible. Since this time, schools and all childcare providers have been providing care for a limited number of children: those who are vulnerable, and children whose parents are critical to the COVID-19 response and cannot be safely cared for at home.

The government announced on 11th May 2020 that schools should plan to re-open for children in Nursery, Reception, Year 1 and Year 6 from 1st June 2020.

In preparation for this extended opening, a range of additional measures were introduced at Upton Meadows Primary School to ensure that the risks of spreading the COVID-19 virus are reduced and that children and staff are as safe as possible.

Following the continued reduction in infection rates across the country, the DfE announced in June 2020 that schools would be fully open to all children at the start of the new academic year in September 2020. In preparation for this, the steps detailed in this document to prepare for wider opening in June will be reinforced in order to continue to ensure that the risks of spreading the virus continues to be reduced and that children and staff continue to be as safe as possible.

At the start of the Spring Term in January 2021, the Government announced another lockdown meaning that, once again, schools are only open to a limited number of children: those who are vulnerable, and children whose parents are critical to the COVID-19 response.

2. Reinforcing behaviour expectations for all

All children at Upton Meadows Primary School understand the expectations of the school's behaviour policy and home school agreement. In order to reinforce this, the school will take a number of steps outlined below prior to each phase of reopening to ensure that returning to school is as positive as possible for all children.

3. Staff and pupil induction

Prior to return and during the first week of induction back to school, leaders and teachers will plan a clear induction for all children returning to school. Induction will be guided by the documents:

- NPAT Teacher Induction Support Checklist
- NPAT Pupil Induction Support Checklist

4. Identifying individuals presenting higher risk

Children who will find it particularly challenging to maintain the level of controlled behaviour required to maintain a safe learning environment in school, are to be identified prior to returning. In many cases, these children are likely to already have a personalised behaviour plan, which will be adapted accordingly. However, there may also be individual children identified who do not currently have a behaviour plan, or Personal Handling Plan (PHP), but who school leaders are concerned may present higher risk during this period. For these children, an individual risk assessment will be put in place in order to minimise concerns.

5. Reducing Individual risk

For all identified children at the school, Sam York (SENCo), in consultation with class teachers and support staff, will:

- Update/write the child's behaviour plan and/or risk assessment
- Update/write the child's PHP, if appropriate

Before these individual children return to school, a telephone conversation will take place with parents to explain the expectations and share the updated documents with both the parents and child. This will be followed up by either a 'door step' visit or email conversation for the parents to sign the behaviour plan/risk assessment/PHP and the Home School Agreement.

While every effort must be made to support children's wellbeing and children who are finding the situation difficult will be supported, some behaviours are now not acceptable or safe. These will need to be discussed with children so that expectations and the reasons why we need to behave differently are understood and followed by all.

Staff must remain strong role models for safe working practices at all times.

	Examples of Behaviours	Who will manage the behaviour?	Consequences
Level 1	<i>Not social distancing repeatedly and on purpose</i>	<i>All Staff</i>	<i>Teacher / TA informs parents</i> <i>If a child is struggling but not being deliberately difficult, consider a conversation with parents to ask them to reiterate the messages.</i>
Level 2	<i>Walking out of class</i> <i>Walking away from the pod group during outdoor learning time</i> <i>Throwing something with no intention to hurt</i> <i>Teasing a child/children that they have 'coronavirus'</i> <i>Ignoring an adult instruction related to staying safe (including repeatedly and deliberately not social distancing despite warnings)</i>	<i>Teacher</i> <i>Senior leaders</i>	<i>Parents are informed by the class teacher.</i> <i>Repeated action leads to senior leader involvement</i> <i>Appropriate school based sanctions apply</i> <i>Repeated behaviour may lead to exclusion, as the risk may be judged to be too high to keep others safe</i>
Level 3	<i>Spitting</i> <i>Threatening to 'infect' others through touch or spit</i> <i>Physical Assault</i> <i>Throwing objects with intent to hurt others</i> <i>Absconding</i>	<i>Headteacher or Senior Leader</i>	<i>Examples given are likely to result in exclusion.</i> <i>Every case, however, will be investigated and assessed by the Headteacher.</i>

	<i>Bullying specific to Covid-19 / bereavement</i>	<i>The Headteacher will liaise with CEO, Julia Kedwards and the Chair of Governors to discuss next steps.</i>
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6. Expectations for the use of physical intervention

During this period, staff will continue to view physical intervention of students as a last resort. If students are behaving disruptively or anti-socially, every effort will continue to be made to manage behaviour positively to prevent the need for restrictive physical intervention.

In the following situations, staff must continue to judge whether or not physical intervention would be reasonable or appropriate:

- Risk to the safety of staff, students, or visitors
- Where there is a risk of serious damage to property
- Where a student's behaviour is seriously prejudicial to good order and discipline.
- Where a student is committing a criminal offence.

Most staff will be working in their 'bubble' during each phase of re-opening. In order to avoid adults or children coming into contact there are necessary adjustments to how physical intervention can be used. Every effort must be made to support every child emotionally during this time. Individuals who already have a behaviour plan and/or risk assessment in place, with de-escalation strategy and/or PHP in place will continue to use this and all staff working with them made aware of their needs.

If a situation arises where the use of physical intervention is required, the Headteacher or a Senior Leader will be called immediately.

If a child is at immediate risk of significant harm or is presenting a risk to others (e.g. attempting to gain access to another pod therefore increasing cross-contamination risk), staff may well need to intervene. It is unlikely in this situation that there will be adequate time for a member of staff to put on PPE. Removing other children from the situation is advised as the safer option for staff to undertake until the Headteacher/Senior Leader arrives. This will be a judgement call for the member of staff based on the situation and the room allocation in school has been carefully planned to allow for this to happen easily and with minimum risk of cross contamination. If a child's behaviour poses a risk to others the Headteacher/Senior Leader will ensure that the parents are called and one member of the family will be asked to attend school to remove the child. In this situation the parent will be expected to use physical intervention if required rather than staff. The Headteacher's office is available for use if needed to support the child until the parent arrives.

If a parent is required to remove their child from school, the Headteacher, having consulted with staff who were present if she herself wasn't, will reassess whether the child can attend school safely during this period of time.

7. Supporting Staff

The return to school for more children and staff on June 1st 2020, and full opening in September 2020, may increase anxiety for some members of staff. To support staff who are anxious the Headteacher will ensure communication channels are open where teachers and support staff can discuss their concerns with their line manager or Headteacher.

Individual staff members will be involved in contributing to and will have read this addendum, as well as being involved in updating individual risk assessments and PHPs for identified children, where appropriate.

During the national lockdown that commenced on 5th January 2021, careful consideration must be given to balancing the needs of vulnerable children and the capacity of staff working in school to manage their behaviour safely. Discussions will be held with parents and part-time places may be considered in some circumstances.

8. Support from the Central team at NPAT

Mark Rapps (School Improvement Leader) and Julia Kedwards (CEO) are the key points of contact during this period for issues relating to behaviour and can be contacted at any time to discuss policy and procedures, and individual circumstances in schools.