



LANDAU
FORTE
COLLEGE
DERBY

Policy Name	Addendum to the Behaviour for Learning Policy due to COVID 19 Pandemic
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Author	Alison Brannick

Introduction

1. The government's strategic response to COVID-19 was to enforce social distancing in order to reduce people's exposure to the virus and stall its spread. As a result, from 20th March 2020, schools were closed to all students except for those classified as vulnerable, those with Education, Health and Care plans (EHCPs) and children of key workers critical to the COVID-19 response.
2. During their prolonged absence from school, students have suffered from significant changes to their learned routines, daily structure, social and behavioural norms. Students have potentially forgotten the habits and expectations which are intrinsic to the culture of the school. Leaders are aware that COVID-19 has the potential to impact on the mental health of students and their family members; this in turn can affect a student's behaviour.
3. Culture is created in our school by establishing behavioural norms and ensuring that these are taught explicitly and over-corrected where necessary to ensure that the school is a calm, orderly and disciplined environment where rules are followed to enable excellent teaching and learning to take place. We are resetting the culture in response to the enforced COVID-19 disruption by introducing new behavioural norms and routines around [protective measures](#) and personal hygiene clearly and accessibly.
4. This addendum supplements the current Behaviour Policy. It identifies the minimum behavioural norms that are expected during the coronavirus pandemic.

Guiding principles

5. ***Behaviour will be taught.*** Routines, expectations and proxies for control will be taught explicitly by school leaders. The Principal is responsible for ensuring that this teaching is effective. All staff are responsible for ensuring that the training they receive culminates in the rigorous and consistent application of the new procedures across the school.
6. ***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 students who exhibit challenging behaviours.
7. ***Communication with students will build their confidence.*** Leaders will ensure that appropriate and effective measures are in place for communicating with students about their expected behaviour upon returning to school. The communication will be tailored so that it is age-appropriate and takes account of students with special educational needs and/or disabilities.
8. ***Parents will be fully informed.*** Leaders and governors will ensure that appropriate and effective measures are in place for communicating with parents about the expected behaviour to be shown by students upon returning to school. The school will encourage parents to share concerns and ask questions.

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9. **Boundaries will be clear.** We will teach students that they have a responsibility to keep themselves and others safe. We will apply our rules consistently, rigorously and fairly so that students know that the consequences of their behaviours, both positive and negative, are inevitable.

Key priorities

10. Vulnerable students include children who are disabled and those with Education, Health and Care plans (EHCPs) or those who require additional support: for example, students with mental health needs or attendance issues. Risk assessments for individual students will be amended in light of the relevant guidance provided for schools.
11. Leaders will build confidence among parents, students and staff around the safe reopening of school to students.
12. Leaders will ensure that the guidance from Public Health England is followed meticulously.

Behavioural norms

13. Behavioural expectations will be taught. The effective teaching of behavioural norms will build a safe and calm culture in which students will feel secure. Clearly established rules, routines and boundaries will be consistently applied.
14. Leaders and staff will be proactive in preventing poor behaviour and dealing with it in a consistent and fair manner if it occurs. Leaders will identify potential acts of poor behaviour and areas of school where these are likely to occur. They will plan mitigations of these risks.
15. During the phased reopening of the school, students will be taught in consistent small groups of no more than 15. These groups or 'bubbles' will remain together for their time on the school site, in lessons and during social times. Leaders will give careful consideration to the configuration of groups. They will ensure that bubbles comprise suitable combinations of students.
16. A new document will be compiled detailing behavioural norms and contextual considerations. This document will set out the school's cultural expectations unequivocally, providing clear guidance on '*how we do things here.*' The behavioural norms outlined will be taught explicitly and effectively and shared with parents/carers. They include:
- **Travel arrangements to school**
Teachers have the power to discipline a student for conduct outside the school premises which includes when they are travelling to and from school on public transport.
 - **Arrival at school**
Arrival is managed by senior leaders with support from staff at each planned entry point. Students will arrive at staggered times. Leaders will split students so that groups use specified entrance points. Protocols for arrival will be consistently applied: entry to the school premises will be a positive and welcoming start to the day. The role of the senior leader is to ease tensions and anxiety, whilst ensuring that students are social distancing and that they

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wash/sanitise their hands upon entry to the building. A plan will be in place for any students who arrive late to school.

- **Line up**

Students will socially distance when lining up. This will be achieved through well-planned locations, staffing and markings. Line-up will create a calm and controlled start to the school day and an opportunity to remind students about new routines and expectations. Designated staff will control the staggered entry into the building.

- **Movement around school**

Non-essential movement around school will be avoided. Leaders will implement a one-way system for occasions when restriction of movement around school cannot 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 students.

- **Classroom expectations**

Students will not be required to line up outside the classroom. Staff will welcome students into their classroom from a socially distanced position and maintain a physical presence near to the front of the classroom. Students will be made aware of their seating positions in advance of arriving at their room; this will prevent confusion and unnecessary wandering within the classroom. The seating plan is non-negotiable. Students cannot be loaned equipment or borrow from another student (staff may give students equipment but not loan it); they must bring their own equipment and water bottle.

- **Exiting a classroom**

Staff recognise the importance of a controlled exit. Students will be asked to stand behind their tables and will be dismissed from front to back with clear spacing in-between to maintain social distancing. Students will be instructed that they must not wait for their friends.

- **Break time and lunch times**

Arrangements will be staggered to reduce risk and maintain social distancing measures. Students will spend their break and lunch times outside, weather permitting, in zones and with the same 'bubble' group with which they spend their lessons. Students will queue for lunch following the social distance markers on the Restaurant floor. A staffing rota will be in place to ensure supervision including, but not limited to, senior leaders and pastoral staff. Staff will supervise students and ensure that social distancing guidance is observed.

- **End of school**

Students will leave the classroom in the rehearsed manner. They will wash their hands, or use hand sanitiser. Planned exit routes will be communicated clearly. Multiple exit points will be used to stagger the flow of movement. Students will be dismissed from school in their bubbles. Senior leaders and staff on duty will supervise the exit routes. Staff will provide a positive end to the day for students and remind them not to wait for their friends. Any children who are travelling using contracted taxis will follow a plan to access their transport that includes socially distanced queuing. The collection of children by their parents is carefully planned. Parents will collect their children from designated areas and they will be advised to maintain the social distancing rules.

Student code of conduct

17. The 'normal' behaviour expectations for the school remains in place and serves as the foundation for students to take responsibility for their own behaviour in line with the school's values. The following expectations supplement our 'normal' expectations:

- Arrive to school and leave to go home at the designated time using the designated entrance/exit route. Do not wait around for friends and do not

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congregate. Speak to a member of staff if your parent or carer normally collects you and is not on time.

- Students won't be able to access lockers but should keep your bag and coat with them at all times
- Wash hands (or use sanitiser) upon entering and leaving school and after each lesson within the day. Wash hands regularly with soap and water during the day.
- There must be no physical contact of any type at any time. This includes horseplay, hugging, handshakes etc.
- Ensure that you 'catch it, bin it, kill it' when you cough or sneeze and avoid touching your mouth, nose and eyes.
- There must be no coughing or spitting at or towards any other person – a significant sanction will be issued for such behaviour.
- The seating plan in the classroom is non-negotiable and is in place for the safety of each student. Stick to the seating plan. Do not move tables or chairs and do not leave your seat without speaking to the teacher.
- Maintain a safe distance from others between and during lessons.
- At break and lunch times, go outside (weather permitting) or remain in a designated venue (if the weather is poor). Maintain a safe distance from others.
- Do not share belongings (food, stationery, books etc) with others and do not handle other people's belongings.
- Use the toilet designated to you, when it is designated. Only enter the toilets if there is a free cubicle. On exiting the toilet, wash hands thoroughly.
- In computer rooms, wipe the keyboard and mouse at the start of your lesson as instructed by the teacher.
- You must tell an adult if you feel that you are suffering from a high temperature, a new continuous cough or loss or change to your sense of smell or taste.

Behaviour management

18. There are occasions when staff will need to challenge behaviours which are not safe or not conducive to learning. In order to effectively challenge and improve behaviour, leaders will actively promote non-confrontational behaviour management. Staff will use praise and verbal reprimand accordingly.
19. A range of disciplinary measures will be implemented consistently, openly and fairly. The school reserves the right to apply the following measures:
 - verbal reprimand
 - setting extra work or repeating unsatisfactory work for completion at home
 - missing social times at break or lunch time
 - catch up at break and lunch time but not after school
 - instigating a Student Support Plan
 - isolation to reduce the impact of behaviours upon other students and staff
 - exclusion
20. Isolation spaces will be adapted. They may take the form of an unused corridor with several rooms and supervision from staff. They will comprise 2-3 students maximum in each room. Parents /carers will be informed if their child is referred to isolation.

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21. Isolation is to be sanctioned by a member of the Executive Team for the following reasons:
 - persistent or serious disruption or defiance
 - to allow an investigation into a serious behaviour incident and whilst awaiting Executive Team intervention and/or a decision on next steps
 - as a result of a referral from a middle leader, where behaviour in the subject has seriously disrupted the learning and or health and safety of others
 - for a period of reflection following an investigation into a serious incident or persistent breach of the detention and/or reporting systems
22. Deliberate failure to adhere to the protective measures will be deemed as a serious breach of the school's discipline policy.
23. Coughing or spitting at or towards any other person will be deemed as a serious breach of the school's discipline policy. Any student who does this will need a risk assessment to establish whether they are able to attend school.
24. Should students fail to comply with expectations within the isolation area, they may have additional time added to the sanction or they may receive a fixed-term exclusion.
25. As part of a planned return to school following a fixed term exclusion, parents/carers will be expected to have a virtual meeting with a senior leader to discuss a reintegration action plan.

Reasonable adjustments

26. At certain stages in a child's or young person's school life they may struggle to access, or manage within, the typical provision offered by the school as a result of:
 - Social, Emotional and Mental Health Needs (SEMH) and/or;
 - Adverse Childhood Experiences (ACE)
 - Special Educational Needs and Disabilities (SEND)
27. Leaders and teachers within the school, with the support of the Special Educational Needs Coordinators (SENDCOs), will be mindful of students' individual needs when issuing praise or sanctions for behaviours and when considering the impact of the new behavioural norms. They will be guided by the Education, Health and Care plans (EHCPs) for those students who hold them.
28. Leaders will make their best endeavours to ensure that students with additional needs are supported to meet the new expectations and behavioural norms. Reasonable adjustments might include, but not limited to:
 - preview of new behavioural norms and perhaps a visit to school
 - additional support for the arrival and exit to school
 - additional support to adhere to break and lunch time norms
 - re-teaching behavioural norms
 - adapted resources to teach behavioural norms
 - adapted sanctions and rewards

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29. For students with special educational needs and/or disabilities, a risk assessment may be completed to ensure risks are mitigated in a safe way. Student Support Plans will be updated as a result of the Coronavirus pandemic.

Exclusion

30. The Headteacher retains the right to exclude students on disciplinary grounds. Any decision to exclude will be:
- lawful
 - rational
 - reasonable and fair
 - proportionate
31. All exclusions will be made in line with the government guidance and by following the school's exclusions procedures. The school will have due regard for the following when making these decisions:
- DfE – Exclusion from maintained schools, academies and student referral units;
 - DfE – Behaviour and Discipline in Schools;
 - The Disability and Discrimination Act;
 - The Equality Act 2010;
 - Keeping Children Safe in Education.
 - The Children's Act (with particular reference to Children in the Care of the Local Authority
32. A permanent exclusion is the last resort and will be used sparingly. However, if the school permanently excludes a student, it will work with the parents or carers and the local authority to arrange a place at an alternative setting *as soon as possible* so as to minimise breaks in education.
33. Following a permanent exclusion, the school will notify the local authority and other appropriate agencies immediately. They will work in partnership to ensure that the child is found a place in another educational setting quickly.
34. Following an exclusion and to avoid any gap in provision, the school, social workers, local authority and other professionals will work together to ensure that adequate and appropriate arrangements are in place to keep in touch with vulnerable children and young people.
35. The school will notify parents/carers immediately by telephone of the decision to exclude. The decision will be communicated in writing without delay.
36. The exclusion letter will note the following:
- if an exclusion is fixed or permanent
 - if a fixed period, the duration of the exclusion
 - the reasons for the exclusion
 - the right to make representation to the Governing Body
 - arrangements made by the school for the student's education including the return of completed work to school
 - dates that the excluded student must not be present in a public place during school hours
 - sources of free and impartial advice.

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Independent Review Panels (IRP)

37. For permanent exclusions, where the Governing Body decides not to reinstate the student, parents/carers will be advised of their right to request the Independent Review Panel (IRP) to review the decision.
38. Following receipt of an application for review, arrangements must be made for the Independent Review Panel to be constituted in accordance with DfE guidance.
39. The meetings should take place within 15 school days of receipt of the application requesting a review. However, where it is not possible for the timeframe to be met, arrangements will still be made for the meetings to take place when all parties can participate. The meeting may be held online.

Managed move or alternative provision

40. A managed move or a placement in alternative provision will still be considered by the school, if the student is at risk of exclusion.
41. A managed move is voluntary and can only be triggered if there is agreement from both schools and the parent/carer.
42. A risk assessment will be completed before any managed move or alternative provision placement is made with a specific focus upon COVID-19 infection control. A managed move or an alternative provision placement must only be initiated if it is safe to do so.

Power to use reasonable force

43. 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 student, or prevent them taking the necessary action to prevent a student causing harm.
44. The decision on whether or not 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. Please refer to further guidance in the Behaviour Policy for regarding the power to use reasonable force. <https://landau-forte.org.uk/wp-content/uploads/sites/9/2017/06/lfcd-policy-behaviour-august-2019.pdf>
45. A risk assessment will be undertaken for students who, based on evidence available prior to closure of schools, required physical intervention. This will allow the school to determine risks and decide if it is safe for students requiring physical intervention to be safely accommodated in school.
46. Following a risk assessment, the school may decide that students who are a high risk should continue with home learning.

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47. 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 they will:
 - be able to change clothing immediately after the incident
 - take a shower immediately, at home if necessary.
48. Following the physical intervention, the student will be isolated and parents/carers will be informed of the incident and advised to collect their child.
49. Following a risk assessment and a discussion with student and parents/carers, the student should return to school unless it is deemed unsafe to do so.
50. These incidents occur at speed. It might not be feasible to wear personal protective equipment (PPE), but if possible then this is encouraged.
51. Serious incidents involving the use of force will be recorded and reported to parents/carers.
52. In deciding what constitutes a serious incident, the Principal will use her professional judgement and consider the following:
 - student's behaviour and level of risk presented at the time of the incident
 - degree of force used
 - effect on the student or member of staff
 - the student's age

Screening and searching students

53. The general power to discipline enables a member of staff to confiscate, retain or dispose of a student's property as a punishment, so long as it is reasonable in the circumstances.
54. The school also holds the power to search without consent for 'prohibited items' including:
 - knives and weapons
 - alcohol
 - illegal drugs
 - stolen items
 - tobacco and cigarette papers
 - fireworks
 - pornographic images
 - any article that has been or is likely to be used to commit an offence, cause personal injury or damage property
 - any item banned by the school rules which has been identified in the rules as an item for which a search can be undertaken

The Principal and staff authorised by the Principal have the power to search students or their possessions, without consent, where they suspect the student has a "prohibited item". Searches of students should only be carried out by the Principal or the Executive Team Member on duty, with another staff member present. Please refer to further guidance in the Behaviour Policy for powers of search and confiscation. <https://landau-forte.org.uk/wp-content/uploads/sites/9/2017/06/lfcd-policy-behaviour-august-2019.pdf>

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Review and adaptation

55. Leaders will keep the arrangements detailed in this addendum under review, initially on a daily basis. Risk assessments/ Student Support Plans for individual students will be monitored by relevant pastoral staff. Amendments to operational procedures will be made as required and will be clearly communicated to all staff and students. A thorough review of the addendum will be undertaken at each phase of reopening, as the numbers of students admitted to school alters.



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