

COVID-19 Behaviour Management Policy – MNSP Trust

During the COVID-19 Pandemic this school specific behaviour policy should be read in conjunction with the schools published risk assessment.

The MNSP Trust policy states that normal routines relating to behaviour management will not always be possible. We also expect some children to be anxious and want to welcome all pupils back to school in a positive manner, given the disruption and issues faced by children and students since March. The overriding emphasis in all schools will be on **reward and positivity** as is currently the case.

However, we know that sometimes children make mistakes, and some can exhibit undesirable or unacceptable behaviour. **This is more serious than ever, given the need to control the spread of Covid-19 and keep people safe.**

Children will be expected to follow instruction first time and not question the direction of adults, when requested to behave in a compliant and reasonable manner.

Key significant changes to behaviour policies across MNSP Trust schools:

- 1) Schools will not use any methods for behaviour management that might compromise the integrity of a fixed bubble of children. For example, moving children from one classroom to another for a 'cooling off' period.
- 2) Schools will not use mixed age-group detentions, as this too could cause bubbles to be compromised.
- 3) Timeout or exit rooms will not be used and will be replaced by 'parking' children in offices of senior staff, or other areas away from the general school population. This is for the safety of the child and others in the school.
- 4) Inclusion facilities will not be able to manage mixed age-groups and so will timetable pupils by year group for support.
- 5) It may not be as easy as it has been to telephone parents/carers as phones in offices are often shared. Therefore, much of our communication will be via email.

We will:

- 1) Have some form of detention and catch-up for missed work or poor behaviour. This will be completed in established bubbles.
- 2) Sometimes have to miss out stages in the published behaviour policy, because we cannot maintain bubbles or keep children and staff safe.
- 3) Use exclusion from school more frequently if other methods for maintaining behaviour are not having an immediate impact.
- 4) Consider permanent exclusion from school for serious health and safety breaches relating to the Covid-19 pandemic, where the safety of other children or staff is compromised deliberately or persistently.
- 5) Use external providers to support improved behaviour more frequently so that we can de-escalate issues and therefore prevent permanent exclusion.
- 6) Have staff supporting children to understand the new rules that they must adhere to keep safe.
- 7) Understand that children sometimes get things wrong.

Please remember that the management and safety of a school site day-to-day, is the responsibility of the Headteacher. He or she has full authority to act in the best interests of all children and staff.

COVID-19 Behaviour Management Policy – St Dunstan’s

St Dunstan’s staff will do everything possible to mitigate the possibility of poor behaviour, such as ensuring lessons are effectively planned and inclusive. Seating plans will be used, and we will do our best to provide challenging yet accessible activities. We also aim to use **PRAISE & REWARDS** as much as possible, and always look to praise good behaviour and effort more than sanctioning poor behaviour. This may include issuing merits, sending postcards or letters home, and giving positive feedback via phone calls whenever possible. It is always our overriding aim to treat all students fairly and **consistently**.

Undesirable Behaviour

However, even with all the above in place, there may be occasions when a student displays undesirable behaviour. These come under two distinct categories:

- Stopping the teacher from teaching the group.
- Stopping others from learning.

- Stage 1 → If a student displays undesirable behaviour, staff will Use ‘Behaviour for Learning’ and ‘Teaching for Learning strategies’ to refocus the student and de-escalate the behaviour.
- Stage 2 → If the undesirable behaviour continues, staff will directly reprimand the student and give them a ‘Senior Lead Call Out Warning.’
This should be clearly written up on the board using the student’s name.
- Stage 3 → If the undesirable behaviour continues, staff will inform the student they have issued a ‘Senior Lead Call Out’. A member of the Senior / Pastoral team will then remove the student from the class. In most instances the student will be returned to the class after they have been spoken to. Detentions may also be issued at this point.
- Stage 4 → If the undesirable behaviour continues, staff will inform the student they have issued a second ‘Senior Lead Call Out’. A member of the Senior / Pastoral team will remove the student from the class for the duration of the lesson. Detentions will be issued, and this will be logged as an **Exit**.

In most instances the student’s tutor will then contact home to discuss the exit with the student and parent / carers, including discussing how to avoid this in the future.

Unacceptable Behaviour

There may be occasions when a student displays unacceptable behaviour. Examples of this include:

- Endangering the health and safety of others.
- Direct verbal abuse of a member of staff.
- Point blank refusal to follow instructions.
- The use of racist, homophobic, sexist or otherwise prejudiced language.

Stage 1 → If a student displays unacceptable behaviour, staff will inform the student that they have issued a ‘Senior Lead Call Out’. A member of the Senior / Pastoral team will remove the student from the class. Detentions or more serious sanctions such as isolation / exclusion may also be issued at this point.

Other Behaviours / Behaviour Outside of Lessons

Some undesirable behaviour will not require a 'Senior Lead Call Out' but may involve other sanctions being issued. These include, but are not limited to:

- Not completing enough work
- Off task, but not disrupting learning
- Not having equipment
- Being late
- Swinging on chair

The above **may** be resolved by other behaviour management strategies such as a verbal reprimand, but **may** also merit an after school detention. If an after-school detention is deemed necessary, these can be set for a Monday, Wednesday or Thursday. Whilst the school is under no obligation to do so, we will always try to ensure that parent / carers are given at least 24 hours notice when issuing detentions.

Detentions may also be issued to a student for any undesirable behaviour around the school site; when taking part in any school-organised or school-related activity; travelling to or from school; wearing school uniform or if in some other way identifiable as a student at the school. These will be based on whether the student's behaviour could have repercussions for the orderly running of the school, poses a threat to another pupil or member of the public or could adversely affect the reputation of the school.

Detentions & Isolations

L1 After School Detention – Monday, Wednesday, Thursday - 3:15-3:45pm

L2 Pastoral Double Detention - Monday, Wednesday, Thursday – 3:15-4:15pm

L3 SLT Detention - Friday - 3:15 – 5:00pm

L4 Isolation – Isolated for whole school day until 5pm

L5 Fixed Term Exclusion

Detentions & Isolations Notes

L1 - Detentions will be staffed by teaching staff and will happen in Year group bubbles.

The teacher supervising self-study will check which students in their group have an after-school detention for that day. These students will be kept behind, escorted to the TA room for that Year group and supervised until the member of staff on detention duty rota arrives.

L2 - Detentions will be supervised by Heads of Key Stage. Students will be in Year group bubbles.

L3 - Detentions will be supervised by the Senior Leadership Team. Students will be in Year group bubbles.

L4 - Students will be isolated in Year group bubbles.

The process for issuing detentions remains the same, however we are looking to move to a purely email based system for notification of detentions, most likely from October half-term onwards. We will write to you with more information about this in due course.

Time Out Cards

If a student has a 'Time Out' card and wishes to use it during the lesson, the member of staff will use the Senior Lead Call out procedure, and the senior lead will escort them from the lesson.