



St Augustine
Academy

Behaviour for Learning Policy 2020/21

A Guide for Students, Staff and Parents

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N.B: This document will be regularly reviewed and updated in line with the latest Government guidance relating to Covid-19.

Context

These continue to be very challenging times for our country. Measures put in place to reduce the spread of coronavirus (COVID-19) have been hard for us all, but have kept people safe and saved lives. Keeping people safe continues to be the government's priority.

Following the closure of all schools in March 2020, the Government has now confirmed the country is past the peak of the virus and the Prime Minister has set out a recovery strategy which ensures that safety remains our absolute priority.

This policy outlines St Augustine Academy's key expectations of student's behaviour on their return to school following the Covid-19 outbreak.

This policy should be read in conjunction with the following St Augustine Academy Policies/Documents:

- Woodard Academies Trust – Child Protection and Safeguarding Policy – 2020/21
- St Augustine Academy – Covid-19 – Protocols for Staff & Students
- St Augustine Academy – Covid-19 – Risk Assessment

The core values of St Augustine Academy will remain unchanged, and the high expectations that are outlined in this behaviour for learning policy will remain, however particular reference is now made to Covid-19 related incidents; all incidents related to Covid-19 misdemeanours will be dealt with swiftly and seriously to ensure all members of the St Augustine Academy are safeguarded to the highest possible standard.

This policy is specifically intended to:

- ensure the safety of every member of staff and pupil
- encourage young people to take responsibility for their behaviour
- tackle incidents/instances of poor behaviour effectively and fairly
- allow teachers to feel safe and supported
- foster an environment where all members of the school community respect and adhere to the social distancing guidance

Reference:

<https://www.gov.uk/government/publications/actions-for-schools-during-the-coronavirus-outbreak/guidance-for-full-opening-schools>

N.B: The following policy expectations will be implemented from 3rd September 2020; whereby all pupils will return to school on a full time basis.

Covid-19 Related Incidents:

We will need all members of the St Augustine Academy community (Staff, Parents and Students) to work together to get through the very challenging times we have ahead of us.

Strict social distancing measures will be implemented throughout the school setting through the use of year group bubbles; those students that wilfully ignore or break these rules/expectations will face consequences.

Parents will be contacted to discuss issues and we will ask for your support in helping your child to adjust their behaviour. Where student's infringements are blatant and/or continued despite previous warning, inclusion centre days and or fixed term exclusions will be issued, and ultimately your child's place at St Augustine Academy will be in jeopardy.

The following are some examples of what we consider to be unacceptable behaviour specific to the context of the phased return and delivery of face-to-face sessions; though the list is not exhaustive:

- refusing to sanitise hands
- refusal to wear a face covering in designated areas without medical exemption
- wearing a face covering that covers more than just the nose and mouth
- not moving directly to the allocated classroom
- deliberately making contact, or attempting to make contact, with another person
- deliberately moving within 2 meters, or attempting to move within 2 meters, of another person outside of a student's year group bubble or staff member
- deliberately ignoring Year group bubble areas
- deliberately and unnecessarily performing actions associated with symptoms of Covid-19, for example but not limited to, coughing and/or sneezing
- not attempting to cover the nose and mouth with a tissue or arm when coughing and/or sneezing
- Purposely coughing or spitting at staff or other students
- Verbal abuse directed at staff or students
- Repeatedly refusing to engage with basic expectations of St Augustine Academy as outlined in the full behaviour for learning policy below.

Please note; the list above is not exhaustive and incidents considered to be Covid-19 related will be at the discretion of the Academy.

N.B: The following policy adjustments will be implemented whilst Covid-19 situation is still prevalent, and we continue to implement a Year group bubble system.

Introduction

Our aim is to establish and embed high standards of behaviour at St Augustine Academy with a focus on a clear and consistent approach for students, staff and parents. Aiming for the school to be a warm, caring, friendly and happy place where the emphasis is on learning and allowing students the best possible learning experience. Student's behaviour around school and in lessons should be impeccable with a relentless focus on learning.

Our ***Behaviour for Learning*** system has been developed through review of previous systems, learning from best practice from schools across the country and UK research. It is based on the principle that, once students know the rules and the consequences, they can make the right choices for themselves and for others. When children thrive at school and at home, it is usually because the boundaries are very clear and there are clear consequences if they stray beyond them.

In the Classroom

Students are expected to follow these simple rules in every lesson:

- **Follow instructions from teaching staff when given**
- **Respond promptly to the signal for attention**
- **Remain on task as directed**
- **Listen when others are speaking**

Teaching staff will use the Redirection, Warning and Transfer system if students do not follow these rules. Teaching staff will explain their signal for attention to their students and will make it clear what each task is as the lessons progress.

The Consequences

To make the system easy for everyone to understand we have developed consequences for disruption to learning within the classroom called Redirection, Warning and a Transfer. These are described below:

Redirection: A first warning, firmly given. Signalling to the student their behaviour is unacceptable and is affecting learning and therefore needs to be changed. When giving a Redirection, a student's name will be listed on the whiteboard but if no further problems arise, no further action is taken. Behaviours that would be given a warning include;

- Low level disruption; including shouting out, talking at the inappropriate time, lack of work, lack of effort in learning.
- Talking or actions that are not focused on the learning of the lesson.

Warning: The second warning. This indicates that the student is on the edge of a significant consequence and is continuing to affect the learning taking place in the classroom and must comply with the rules without fail. Again, the student's name is listed. A teacher conversation is requested for the same day outside of lesson time to discuss the continuation of behaviour and discuss strategies for change in behaviour.

The Redirection and Warning consequences are only used in classrooms to allow teaching staff to refocus students learning as firmly and as quickly as possible. No further action is taken provided that they return to behaviour that is consistently within the rules. At this stage teachers will reiterate the consequence of receiving a 'transfer'.

Please note; Where a teacher deems there has been lost learning time and adequate progress has not be made by students during a lesson; a **30 minute afterschool compulsory catch up detention** will be set by the subject teacher which will allow students to catch up on any missed/outstanding work.

Transfer: At this stage the student will be removed from the classroom through the On-Call system and will be parked with another member of staff.

If the student's behaviour results in them being issued with a 'transfer' they will be removed from the classroom by the on-call staff. Staff issuing a 'transfer' will email the staff on-call to collect the student.

Refusal to complete the 'transfer' sensibly without negotiation will result in an inclusion centre day being issued or if there is further escalation of the situation fixed term exclusion being issued.

A student that has received one 'transfer' in a day will be set an afterschool detention (**Key Stage 3 – 30 minutes / Key Stage 4 – 1 hour**)

If a student receives multiple 'transfers' in a day or receives three transfers in one week will be issued with an inclusion centre day.

Automatic Transfer: Immediate removal from lessons without warning can be given for any of the following offences:

- Directed Swearing or Defiance
- Aggressive or dangerous behaviour

Students will be issued with an inclusion centre day or fixed term exclusion as a result of being involved with any of the offences listed above.

Repeated transfers and low level disruption

Repeated transfers and inclusion days will lead to fixed term exclusions.

Term 1 – over two inclusion days will lead to fixed term exclusions

Term 2 – over two inclusion days will lead to a minimum of 3 day fixed term exclusion

Term 3 onwards – over two inclusion days will lead to a minimum of a 5 day fixed term exclusion, which will lead to the possibility of a permanent exclusion or another alternative educational placement.

Serious Offences:

There are a number of behaviours that are non-negotiable and will be dealt with by issuing a Fixed Term Exclusion.

Behaviours that would class as a serious offence include;

- Blatant defiance, abusive language or walking away when being spoken to by any member of staff.
- Violence of any kind
- Racist, sexist or homophobic language
- Harassment or bullying
- Anti-social behaviour spitting, graffiti, vandalism
- Damage to property or theft
- Repeated misdemeanours associated with Covid-19 related incidents.

Any act in the public that brings the school into disrepute or any criminal activity relating to violence, robbery, fraud, drugs or carrying weapons, is likely to result in permanent exclusion.

Appendix 1:

Explaining the B8 (the Basic 8 Expectations)

If students break the following rules, they will receive a SIMs incident log. Receiving 3 SIMs incident logs gives the student an automatic B8 afterschool (Key Stage 3 – 30 minutes / Key Stage 4 – 1 hour) detention to be served. Refusal to provide planner for striking will result in an automatic afterschool detention.

For uniform and equipment infringements a maximum of 1 SIMs incident log per day can be given to the student in order for them to have one day to correct the issue. Year group student managers will contact parents for on-going uniform or equipment issues. Other than for uniform or equipment multiple B8 strikes can be received in a day.

B8 SIMs incident logs are reset every term; outstanding SIMs incident logs from the previous term will not be counted within the 3 SIMs incident logs for the new term.

- 1. Punctuality:** this means students are expected to be on time for all lessons. Students must arrive at the school gates by 8:30am – Year 7, 8 & 9, and by 9.30am – Year 10 & 11.
Any student out of lesson must carry their planner with a teacher note.
- 2. Equipment:** this includes a pen, a pencil, a ruler, a calculator and a planner. It also includes PE kit.
- 3. Electronic Devices:** the consequence for using phones and other devices is a B8 SIMs incident log and confiscation of the item. On first confiscation the device can be collected by the student at the end of the day from reception, at second confiscation this will only be returned to the parent. Refusal to cooperate with confiscation will result in a further sanction be issued. **Please note; an electronic device should only be confiscated by a member of staff wearing the correct PPE.**
- 4. Uniform:** students are expected to wear the correct uniform at all times (see details in the *Student Planner*). If a student is not in correct uniform they may be isolated in their year group for the day following a phone call to parent/carer.

- 5. Homework:** homework is to be handed in on the due date. Departments may run compulsory homework catch up for missing homework which will be requested in addition to the B8 SIMs incident log a student receives.
- 6. Corridor Behaviour:** any member of staff has authority to enforce the rules by giving students a B8 SIMs incident log.

The corridor rules are:

- Wear full uniform correctly including ties, top buttons, shirts, black trousers/kilts and black leather shoes
 - Walk purposefully without running
 - Use indoor voices without shouting
 - No physical contact/ games
 - No electronic devices or headphones visible
 - No disturbance to lessons through windows or doors
- 7. Eating/Chewing/Drinking:** eating or drinking should only take place in identified designated areas around the school site. Only water is allowed in lessons, except in particular subjects e.g. Science, where drinking is not allowed for safety reasons.
- Chewing gum is completely banned anywhere in the school building or outside areas.
- 8. Dining Room, MUGA and Outside of School:** Again the consequence for breaking these rules is a B8 SIMs incident log or afterschool detention:
- No electronic devices
 - No littering
 - No pushing-in, in the break/lunch queues
 - Follow all instructions from members of staff without argument
 - Using indoor voices without shouting in residential areas
 - Crossing roads in a safe, disciplined manner

Serious incidents or failure to cooperate will be dealt with via Inclusion Centre Days or Fixed Term Exclusions.