



## Oasis Academy Media City – Behaviour Policy Addendum September 2020

### Context

- COVID-19, the lockdown experience and national guidance around how schools must operate from September 2020 pose a variety of challenges and opportunities for us all.
- The Academy will continue to have the **highest expectations** in terms of behaviour as we know that is a key lever in learning and ensuring that our students remain safe and happy.
- Much of the existing behaviour policy remains in place. This addendum lays out the changes and adaptations that are necessary for September until a point in the future when we may return to 'normal'. Anything not covered in the Addendum remains in place as before.
- Staff flexibility, adaptability and emotional intelligence are essential as we all adjust to the challenges ahead. Tweaks and refinements to the policy are inevitable once we all come together for the new academic year.
- Safeguarding for students and staff are the primary consideration in all decisions that are made, alongside a commitment to support our most disadvantaged and vulnerable students.
- Staff vigilance and commitment to duties are essential.

### Values

- Never before have our values been so important. Staff, students and families have been tested like never before. But if we remain true to our values and place them at the heart of every decision made, we will keep the most important facets of our work and systems at the heart of everything we do.

*'Our vision is to ensure all students are equipped with the skills, abilities and qualifications to pursue a fulfilling career and become responsible, respectful global citizens.'*

### Arrival

- Students will be met at their respective entrance gate each morning from 8:15am.
- Alongside a warm welcome, reminders about social distancing will be given. Students will then make their way to their designated entry point for hygiene process to begin.
- Students must remove personal masks before they enter the building and wear the masks issued by the academy during transition on corridors.
- Uniforms will be checked
- No parents are allowed on site without an appointment. Cars dropping students off must do so outside the Academy.
- When students arrive at their entry point, they will line up and wait to be called forward by the members of staff operating check-in.
- Students must then make their way directly to their bubble floor room via their designated staircase in readiness for period 1.
- Lessons will commence at 8:40

### **Lesson change over**

- For the vast majority of lessons students will remain in their bubble. However, students may need to change rooms for practical lessons, options and PE. They will follow the directions of the staff – maintaining social distancing rules.

### **Break and Lunch time**

- Breaks and lunch times will be staggered to enable safe supervision of students and preservation of bubbles.
- Students will have designated areas and will be allowed to play games, as per government guidance.
- At the end of break and lunch students will enter school and follow the school hygiene plan similar to the morning entry plan. Staff will escort students back to their designated bubble room/options classroom.
- Wet weather venues are in place for each Year Group at break and lunch.
- Students must move around the building quietly and calmly at all times, mindful of the fact that others are still learning.
- Students must wear their masks issued by the academy during transition between their bubble and the canteen.

### **Dismissal**

- Pastoral Leaders (PLs), Middle Leaders and Assistant Leadership Team (ALT) will supervise dismissal
- Supervising staff will have details of students who have a detention. These students will remain behind – *details of detentions below*.
- When dismissed, students will make their way to their designated exits via designated staircases. They should leave the Academy site immediately.
- As before, staff will be on duty to ensure safe passage from school.
- Until further notice after school clubs and activities are suspended with the exception of Year 11 intervention.

### **Classroom behaviour systems**

- For the vast majority of lessons students will remain in their bubble zone.
- Expectations and behaviour systems for the classroom remain exactly as before with the exception that teachers must maintain a 2 metre distance from students
- Students are mainly based in one room with staff moving around the building. This means that staff will enter rooms where students are already based. A clear and consistent procedure is required for staff to begin their lessons:
- Students will be met at the door - assigned a seat – place coat on back of chair and bag under desk.
  - Check uniform and notify Pastoral Lead if incorrect uniform is evident
  - Staff should stand in their designated area, looking around the room ensuring a calm working environment.
  - A Do-It Now task should begin as soon as possible to ensure a positive and workmanlike start to the lesson.

- If a students' make poor behavioural choice, they should be given the change, warning, actions. **See process below**
- An action will see a Teams call made to the ALT/PL in that bubble. The student will be spoken to or removed to IE on their respective floors. This will be logged on Bromcom.
- If the student continues to display defiance the ALT/PL will call home and the Principal will make a decision regarding the student remaining in the Academy
- Students should only be allowed out of lessons on rare occasions when they need to use the toilet and must be accompanied by the ALT/PL.
- If a student is unwell, a Teams call to the ALT/PL and will be escorted to a first aider via their designated staircase.
- Any student showing potential COVID-19 symptoms will be placed immediately the isolation room a relevant family member be called.
- Every opportunity must be taken to reward students with verbal praise and achievement points – all logged on Bromcom.
- If a student breaks a bubble deliberately they may be given an FTE, if accidental they will need to self-isolate for 14 days. This is at the discretion of the academy.

### Remove

C/W/A	•Staff make an On Call to Pastoral via Teams
Collect from class	•Either ALT or Pastoral will take the student and place them in Remove.
Log incident	•Staff to log incident on Bromcom to allow for restorative justice conversation at the end of the day
Ensure work is completed	•Student to complete work in Remove via the Oak Academy website.
Return to lesson	•Student will then return to normal lessons
Phone call home	•Should behaviour continue, ALT or Pastoral to call home informing of situation and warning of potential FTE should behaviour continue

### IE

Serious Incident	• Pastoral review serious incidents logged and assign those who are in IE
Informed	• Staff receive an email of all students due in IE that day.
Collect	• ALT or Pastoral collect those students who are due in IE
Ensure work is completed	• Student to complete work in IE via the Oak Academy website.
Phone call home	• Should behaviour continue, ALT or Pastoral to call home informing of situation and warning of potential FTE should behaviour continue

### Sanctions

Behaviour	Sanction
3 actions in a day	1 day in IE
Serious incident	1 day in IE
Racial/homophobic incident	3 days in IE and referral to Designated Safeguarding Lead
Electronic gadget	Confiscated until the end of the day and an action
Fight	1 day IE (depending on severity – could increase)
Banned substance/persistent disruptive behaviour	PEX

### Reintegration Meeting Room

- Should the Principle make the decision to issue an fixed termed exclusion (FTE), the Academy will still have a reintegration meeting:
  - 1 FTE - conducted by the Lead Practitioner for Behaviour, a Covid19 Whole School Agreement must be signed and Personal Support Plan (PSP) updated
  - 2 or more FTE conducted by a Deputy Principal and a reintegration/outside agency plan triggered

### Detentions

- To preserve social distancing and bubbles, there will be five detention venues – one for each year group.
- Bromcom will generate a list of students with 30 minute and 60 minute detentions. The sessions will be run by ALT/PL
- Parents will receive texts notifying them of any detentions before the end of the school day.
- Principal's Detention will run on a Friday until 4pm.
- IE will run 8:40am – 4pm Mon – Fri.

### Managed Moves

- Principal will conduct failed MM meetings.

### Behaviour Panel

- Will be held termly and consist of Academy Council member/Deputy Principle/Pastoral Lead/Pastoral Administrator (Behaviour for Learning Policy).

### Rewards

- Positive points for work in class activities
- Keep parents and carers informed of effort, commitment and care by email and text
- Examples of excellent effort and work will be posted on Facebook and Twitter regularly.
- Raffle draw winners and positive points certificates will be issued regularly

### Attendance

- Calls to school regarding absence should be made before 9:00am
- Students absent from school will receive:

Text	Every morning - Sept 2020	Keeping Kids Safe
Home Visit	From 10:40 daily - Sept 2020	From Attendance Officer
Call home	Unsuccessful HV - PL calls - Sept 2020	Pastoral Leader to call home after unsuccessful HV

## **Safe Guarding**

### **Reporting concerns:**

- All safeguarding will be reported to the Designated Safeguarding Lead, Mr McEvoy or any member of ALT at the earliest opportunity. These concerns should also be logged on CPOMS immediately.