



Oasis Academy Media City – Behaviour Policy Addendum 2021

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 8:25am.
- 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, masks must be worn at all times unless eating or drinking.
- 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 at all times unless eating or drinking.

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.

Classroom behaviour systems

- For the vast majority of lessons students will remain in their bubble zone.
- Masks must be worn at all times during lessons
- 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 chance, 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.

Remove

Chance	Calmly inform the student (11/12) that you have noticed that they are struggling to focus. Issue the chance and provide support on how to improve – thank the student for listening
Warning	30 second intervention – "you own your own behaviour. Poor behaviour does not deserve my time. You are better than the behaviour you are showing today". Walk away! Warning
Action	Calmly deliver the Action . Remind the student of a positive: "Do you remember... This is the person I need to see today... Inform of the 30 min detention and put a tick against their name on the board
On call	No improvement in behaviour - Teams call to Pastoral Leader
Collect	ALT or Pastoral Leads collect student and place in IE – phone handed in
Log incident	Class room teacher will 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 – class work or Oak Academy
Return to lesson	Student will then return to their next normal lesson – if reason for removal was non phone related – phone returned
Phone call home	Should behaviour continue, ALT or PL to call home informing of situation and warning of potential FTE should behaviour continue

IE

Serious incident	Serious incidents reviewed every evening – phone call home informing parent/carer of 9am entrance to school the next day. Phone handed in at reception. Student taken to a designated IE room for the day. Breaks and lunch will run in line with the year group bubble. Students do not return to lesson until RJ is completed
Inform	Morning - staff receive an email of all students due in IE that day. RJ meeting timetabled between <u>DBr-GCh</u> /staff/student
IE	Work in silence...
Ensure work is completed	Students to complete work in IE (Oak Academy)
C, W, A	Follow C, W, A protocol. Action = repeat day in IE
Phone call home	Should behaviour become an issue, ALT or PL 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
 - Students will not be returned into lesson before Restorative Justice conversation has taken placed between staff and student

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, rewards 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 - 2021	Keeping Kids Safe
Home Visit	From 10:40 daily - 2021	From Attendance Officer
Call home	Unsuccessful HV - PL calls - 2021	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.