

## Fearnhill School – COVID 19 Behaviour for Learning Policy Addendum (September 2020)

This addendum to the Behaviour for Learning Policy of Fearnhill School is for use during the arrangements for education of students in school during the Covid-19 restrictions. It is to be used in conjunction with, and read alongside, the Behaviour for Learning policy, Inclusion policy, Child Protection policy and our Attendance policy. Fearnhill School continues to work closely with Herts for Learning in monitoring all student attendance and will continue to follow up to date DFE guidance, adapting and changing practice as and when required.

Level	Dealt with by	Concern examples	Possible Action(s)
Warning	Teacher	<ul style="list-style-type: none"> <li>• Minor disrespect or inappropriate behaviour below the expectations of acceptable behaviour within school during normal operation</li> <li>• This could include for example inappropriate comments regarding Covid 19, rudeness, disrespect or not following Covid 19 health and safety instructions.</li> </ul>	<ul style="list-style-type: none"> <li>• Conversation with student(s) which could include a verbal warning, moving seats and other behaviour management strategies (in line with normal school behaviour policy)</li> </ul>
1	Teacher/ pastoral staff	Repeated instances of warning behaviour or: <ul style="list-style-type: none"> <li>• Unsafe behaviour in breach of Covid 19 health and safety rules (this could include not following instructions for social distancing after a warning has been given).</li> <li>• Deliberate refusal to follow teacher instruction regarding Covid 19 health and safety rules (for example refusal to clean hands)</li> </ul>	<ul style="list-style-type: none"> <li>• Conversation(s) with student(s) and an L1 detention (in line with normal school behaviour policy)</li> <li>• Contact with student's parents/carers by teacher</li> <li>• Concern logged onto SIMS</li> </ul>
2/3	Teacher/ Head of Key Stage	Repeated instances of level 1 behaviour or: <ul style="list-style-type: none"> <li>• Deliberate unsafe behaviour and/ or deliberate breach of Covid 19 health and safety rules (this could include repeatedly not complying with social distancing/ inappropriate physical contact with another student, entering another year group zonal area or repeated failure to follow hygiene regulations)</li> </ul>	After consultation with pastoral staff, the teacher may adopt one or more of the following actions: <ul style="list-style-type: none"> <li>• Conversation(s) with student(s) and an L2 detention (in line with normal school behaviour policy)</li> <li>• Contact with student's parents/carers by teacher</li> <li>• Concern logged onto SIMS</li> </ul> If there is repeated level 2 behaviour the Head of Key Stage may also consider adopting one or more of the following actions: <ul style="list-style-type: none"> <li>• Meeting with parents/ carers</li> </ul>

			<ul style="list-style-type: none"> <li>• Temporary suspension of student access to free time (e.g. break and lunch time)</li> <li>• Temporary removal from class and one to one supported learning in SSC/ Inclusion</li> <li>• Logging of incidents on CPOMS as applicable</li> <li>• Implementation of Risk Management Plan (RAMP) where necessary</li> <li>• Referral to Assistant Headteacher to action if: <ol style="list-style-type: none"> <li>1) The issue would usually result in a fixed term exclusion</li> <li>2) If Head of Key Stage believe that a referral to police or another agency is necessary</li> <li>3) A continuation of problematic behaviour after Head of Key Stage intervention</li> </ol> </li> </ul>
4	Assistant Headteacher, pastoral care/ Headteacher	<p>Referral to Headteacher if:</p> <ul style="list-style-type: none"> <li>• Serious breach of Covid 19 health and safety rules</li> <li>• Issue would normally result in a fixed term exclusion</li> <li>• Staff have indicated that a police or social services referral is necessary</li> </ul>	<p>Assistant Headteacher, pastoral care, after liaison with the Head of Key Stage, will carry out one/several of the following, in consultation with the Headteacher:</p> <ul style="list-style-type: none"> <li>• Immediate phone call home/ meeting to discuss issue with parent/carer and student</li> <li>• Temporary/longer term internal exclusion, including from learning platforms, emails (if issue due to on-line behaviours)</li> <li>• Re-integration meeting with Head of Key Stage and formal reporting system put in place</li> <li>• Implementation of Risk Management Plan (RAMP) where needed</li> <li>• Log incident on SIMS</li> <li>• Log incident on CPOMS if applicable</li> <li>• Referral to police and/or other key agencies such as social services if applicable</li> <li>• If student is deemed MORE 'at risk' studying at school, a fixed term exclusion from school may be considered. This would be carried out in liaison with all relevant outside agencies and would only be used as a last resort</li> </ul>

Fearnhill School adopts a whole school detention system for students who receive an L1 or L2 detention. The school accepts that this system, under current Government guidance, is unworkable in its current format as it would require students from different years to mix. As a result, whilst student movement restrictions are in place, the following changes to the after-school detention system will be enforced:

- 1) Students who receive a detention will attend their detention in separate areas according to their allocated year group zone
- 2) Years 7 and 8 will attend their detentions in the hall, years 9 and 10 in the canteen, and year 11 in the Maths block (I1)
- 3) Where year groups are in the same large space, they will be separated into different zones so that social distancing is maintained throughout
- 4) All students attending a detention will need to wear masks throughout their sanction
- 5) All staff will receive an email by lunchtime from HMN with the students requiring a sanction after school that day so that students can be informed. Teachers will need to ensure the students in years 7-10 are wearing a mask before they move down the corridor to their detention location
- 6) Students who receive an L1 will sit a 15 minute detention (normally 30 minutes) and students who receive an L2 will sit a 30 minute detention (normally 1 hour)
- 7) Teachers are to email HMN with those who attended, and failure to attend will lead to an automatic extension of the sanction to the next level (e.g. and L1 becomes an L2 – this is in line with the current behaviour policy). If a student misbehaves during the detention, they are to be sent home by the teacher and HMN informed who will re-set the sanction the next day at the next level e.g. an L1 becomes an L2 etc
- 8) Detentions will run on Mondays, Wednesdays and Thursdays rather than every day. This is due to the extra demand running 3 locations has on staff
- 9) Any student internally isolated for breaches to Covid 19 health and safety rules will be given 1 to 1 mentoring in the SSC as part of the isolation to be educated on the importance of these rules