

Positive Behaviour for Learning Policy – COVID Annex

At KLA we recognise that some of our students will have had negative experiences during Lockdown including bereavement and heightened anxieties within their households and we will facilitate additional support for all those who need it. Equally we recognise the absolute need to offer stability and normality to students who return to school, and the necessity of making absolutely clear the necessity of following rules on maintaining physical distancing and that every pupil complies with the changed approaches to schooling that we are putting in place to protect staff, pupils and our wider community from the dangers of the coronavirus. The protocols outlined in this addendum will remain in place until the academy council and trust board rescind them at a time deemed appropriate by the Department for Education.

The expectations and protocols outlined in this annex also provide the basis for identified mitigation actions within the KLA COVID Risk Assessment

Our Expectations Haven't Changed:

- Each young person is of equal value and potential and must be treated fairly, encouraged by adults and praised for their successes
- The curriculum, qualification and teaching methods must ensure equality of opportunity, attention to individuals and their needs and the maximisation of achievement and success, while some effect is accepted of the limitations caused by the current circumstances.
- Young people with special educational needs must be fully supported to achieve success, and staff must use all reasonable endeavours to ensure that EHCP or individualised plans or strategies continue to be supported.
- High quality teaching and learning and an outstanding curriculum closely matched to needs and aspirations is at the heart of ensuring the commitment of young people and therefore improved behaviour and attendance
- Excellent standards of behaviour are to be insisted upon but also explicitly taught and students supported to understand the impact of their actions upon learning
- Expectations of behaviour must be made clear in all academy practices and systems for praise and sanctions must be common sense, fair and understandable to all
- Clear agreements must exist between each academy and every family to make plain expectations of one another and to provide the foundation for excellent communication throughout the family's time with the academy
- Bullying of any kind has no place in the MAT Family of Academies and we will work with victims, perpetrators and their families to prevent further incidences and educate those involved about the harm bullying can cause
- Where things go wrong due to poor behaviour we will use restorative approaches wherever possible to ensure that all involved learn from the incident(s), harm is repaired and relationships rebuilt
- An inclusive approach will be taken wherever possible to avoid exclusion, though such sanctions will be used where necessary for the safety, wellbeing and success of others
- Safe and respectful behaviour is the foundation of success in our academy

Rewards:

At Kings Lynn Academy we aim to develop students' confidence and skills so that when they leave they are prepared to tackle challenges they may encounter.

Students develop these capabilities described as KLA core skills and are able to evidence these in their learning, discuss them at interviews and use them throughout their lives.

There are 6 KLA Core Skills

- Creativity
- Determination
- Passion
- Problem Solving
- Risk Taking
- Team Work

Creativity

I am able to demonstrate this by:

- Asking why & why not?
- Showing initiative
- Finding alternatives
- Adapting ideas
- Innovating
- Identifying opportunity
- Generating ideas using different techniques



Risk Taking

I am able to demonstrate this by:

- Exploring new methods
- Calculating the level of risk
- Awareness
- Measuring Finance
- Taking Responsibility
- Learning from failure
- Working outside my comfort zone



Passion

I am able to demonstrate this by:

- Showing empathy
- Having a desire to succeed
- Having self-belief
- Having a Positive attitude
- Overcoming obstacles
- Being self-motivated



Determination

I am able to demonstrate this by being:

- An independent enquirer
- A self-manager
- A leader
- Confident
- Focused
- Disciplined
- Resilient



Teamwork

I am able to demonstrate this by:

- Compromising
- Negotiating
- Communicating
- Being an effective participant
- Being flexible & adaptable
- Building relationships
- Being an effective listener



Problem Solving

I am able to demonstrate this by:

- Being a reflective learner
- Planning & organising
- Decision making
- Goal Setting
- Identifying solutions
- Responding to feedback
- Reviewing



Behaviour Procedures for Reopening:

If a student's behaviour does not reach the high standards we expect upon reopening the following procedure will take place:

1. The teacher will give a verbal warning and explain why it has been given.
2. If a student fails to improve their behaviour the member of staff will ask for them to be removed by another member of staff
3. A member of staff will always be available within each zone to support teachers and remove students if necessary
4. Students who are removed will spend a minimum of the rest of the session there.
5. The member of staff who is on duty will decide whether the student may return to their next session or whether they will remain out of class for a longer period.
6. If a student displays behaviour that clearly and deliberately contradicts the current emergency H&S regulations that are in place for the purposes of avoiding coronavirus spread, they will be removed from lesson without warning. This behaviour will be met with serious sanction, most likely the issue of a Fixed-Term Exclusion.

Exclusions:

The Principal retains the power to exclude pupils on disciplinary grounds and will only be used as a last resort where other supportive methods have been exhausted or when a student's behaviour does not reach the high standards set out in the academy's behaviour policy. In the current circumstances the deliberate breaking of Health and Safety rules, potentially placing others at risk, will be considered to merit exclusion.

Permanent exclusion should only be used as a last resort, in response to a serious breach, or persistent breaches of the school's behaviour policy, and where allowing the pupil to remain in school would seriously harm the education or welfare of the pupil or others in the school.

Any decision to exclude will be lawful (with respect to the legislation relating directly to exclusions and a school's wider legal duties, including the European Convention on Human Rights and the Equality Act 2010); rational; reasonable; fair; and proportionate.

TEMPORARY COVID-19 HEALTH & SAFETY RULES FOR PUPILS

The following rules will be in place for the duration of the coronavirus pandemic, and will be lifted when approval is given to so by the KLA Academy Council on advice from the Trust Board

Arrival

- Pupils arriving at KLA from Queen Mary Road will be admitted onto site when allowed by a member of staff.
- Pupils arriving at KLA by car, taxi or bus will be asked to remain inside the vehicle until asked to disembark, one at a time, by a member of staff
- Pupils will be directed to their year group entrance
- Pupils may be asked to line up on the pathway into their zone ensuring that the appropriate physical distance is maintained
- Staff will supervise pupils as they enter the school
- On entering their zoned area pupils will be directed to the hand sanitising station. Then each pupil will be directed to their home room
- Each pupil will be given their own pencil case containing all the stationary we expect them to need in school. This must not be shared with anyone and must be left in school between school days.

Moving to lessons

- Pupils will remain in the same classrooms with teaching staff moving to them
- Zones will be supervised by a team of comprising of pastoral and senior leaders between lessons

During lessons

- Classrooms will be set up to ensure minimal contact between students
- All desks will face forward towards the teacher's desk and board
- When in classrooms pupils must stay in the seat allocated to them and not move from it without the express permission of the supervising member of staff. This should only be given in exceptional circumstances, as any movement away from the safely marked zone constitutes additional risk. Any pupil moving from their seat without permission will be removed from the classroom.
- There will be no communal break time. There will be a break of 15 minutes in each session where pupils and staff can take refreshment, and ensure that hands are sanitised. Pupils must follow all instructions given by staff throughout each sessions – this is central to ensuring everyone's safety
- Lunchtime will maintain the integrity of the year group 'bubble' pupils will be escorted the canteen by their teacher where they will be supervised by senior staff before being escorted by ALT back to their home rooms
- Pupils may go to the toilet when they request to do so during lessons to avoid a mass rush at one time

End of the day

- Pupils will be dismissed directly from their final session in a staggered fashion between 2.50pm and 3.10 pm. Pupils will be supervised in their exit and expected to leave directly via the nearest outside exit and leave the school site, or board their bus / taxi or car immediately.
- Pupils will leave their pencil case in a box provided in each room for this purpose.

If you get it Right:



You will be praised by your teacher, we will give you stickers & postcards as usual to recognise that you are doing a good job!

KING'S LYNN ACADEMY

If you get it Wrong:



You will get a formal warning before being asked to leave the classroom to go with a member of staff to a safe area.

If your behaviour is unreasonable you may be asked to spend more time out of lesson

If you deliberately break H&S rules you will be removed immediately and your behaviour may result in being excluded