

Positive Behaviour for Learning Policy – COVID Annex

The coronavirus pandemic clearly brings a requirement for us to review and make temporary alterations to the KLA behaviour protocols and expectations, especially with proposed small-scale return to school for some pupils. This annex captures those changes and clarifies the requirements these circumstances will place on staff and pupils in order to maintain a safe environment for all.

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 them to leave and go to the Reflection Room
3. A member of the Leadership Team will always be present in the Reflection Room to discuss issues with students, liaise with Heads of Year and make decisions regarding reintegration of students to classrooms.
4. Students who are sent to the Reflection Room will spend a minimum of the rest of the session there.
5. The member of the Leadership Team who is on duty will decide whether the student may return to their next session or whether they will remain in the Reflection Room 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 to the Reflection Room 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 must line up on the pathway into the main school building, respecting the markings that are in place to ensure that the appropriate physical distance is maintained
- Staff will supervise pupils as they enter the school, signing each pupil in on the attendance log
- On entering the building (one at a time), pupils will be directed to the hand sanitising station. Then each pupil will be directed to collect their individual day's timetable and be asked to remain in the central hub, sitting in one of the places marked out for that purpose
- 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 be taken in their small groups to their session. A process for doing so safely and accompanied by staff will be in place
- A one-way system will be in operation – pupils must follow this and remain with a staff member at all times. Staff will be expected to enforce social distancing rules at transition times

During lessons

- Classrooms will be set up to ensure physical distance is maintained at all times. Pupils must sit where instructed.
- When in classrooms pupils must stay in their allocated seat 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.
- Each session will last for 2 hours – there will be no communal breaktime or lunchtime. There will be a timetabled break of 15 minutes in each session where pupils and staff can take refreshment, visit the toilet and ensure that hands are thoroughly washed. Pupils must follow all instructions given by staff throughout each sessions – this is central to ensuring everyone's safety

End of the day

- Pupils will be dismissed directly from their final session in a staggered fashion between 3pm and 3.30 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.

Classroom Expectations

KING'S LYNN ACADEMY



Arrive at the lesson with the **right** attitude.



Be **respectful** of **others** and the **learning** environment.



Engage with each **learning task** to the **best** of your ability, and work as **hard as you can**.



Actively listen to the **teacher** and the contribution of **others**.

If you get it Right:

KING'S LYNN ACADEMY



You will be praised by your teacher, we may not be able to give you stickers or postcards but we can recognise that you are doing a good job!

If you get it Wrong:



You will get a verbal warning and a formal warning before being asked to leave the classroom to go to Reflection

If your behaviour is unreasonable you may be asked to spend more time in RR or you may be asked to go home by a member of ALT