



ST JOHN HENRY NEWMAN CATHOLIC SCHOOL

REWARDS AND BEHAVIOUR POLICY AND PROCEDURES – COVID 19 ADDENDUM

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1. Introduction

This addendum has been created following the publication of DfE documents [Schools coronavirus \(COVID-19\) operational guidance](#), [Actions for early years and childcare providers during the COVID-19 pandemic](#), and [SEND and specialist settings: additional COVID-19 operational guidance](#) and applies to all schools, whether maintained, non-maintained or independent (including academies, academy trusts, free schools and alternative provision), maintained nursery schools and pupil referral units. It is an addendum to the School's Behaviour Policy which in turn meets the requirements of Section 89 of the Education and Inspections Act 2006 (maintained schools) and must be read in conjunction with the Whole School Behaviour Policy and the school's staff Code of Conduct or Staff Behaviour Policy. The school's Behaviour Policy is published on the school website along with this Addendum or on request and must be read and understood by all those individuals who come into contact with children and young people in the school.

All staff have a responsibility to be aware of systems within their school which support safeguarding and any temporary amendment to these will be explained to them by senior managers. This includes the school's Child Protection Policy and procedures, the school Code of Conduct or Staff Behaviour Policy, the Online Safety Policy and the associated Acceptable Use Agreements.

Schools were asked to set out clearly at the earliest opportunity, the consequences for poor behaviour and deliberately breaking the rules and how we will enforce those rules including any sanctions. This is particularly the case when considering additional restrictions which may need to be put in place should we be required to invoke our Outbreak Management Plan if government or local threshold levels of transmission are reached.

We will work with and consult staff, pupils and parents to ensure that behaviour expectations are clearly understood and consistently supported, taking account of individual needs and we will build any future expectations into our rewards system.

2. Context

It is mandatory for parents to send their child to school and for those children to attend except where statutory exemptions apply. Pupils of compulsory school age must be in school unless a statutory reason applies.

Despite the ongoing Covid-19 pandemic, the school's Behaviour Policy is fundamentally the same with this addendum setting out some of the adjustments we have made as a result of the pandemic, in line with the changed arrangements in the school and following advice from government and local agencies.

Unacceptable behaviour by adults in this school will not be tolerated and, where appropriate, legal or disciplinary action is likely to follow such behaviour. Once adopted, this Addendum may be referred to in any disciplinary proceedings following unacceptable actions by staff or other adults.

3. Responsibilities

Staff are accountable for the way in which they exercise authority, manage risk, use resources and safeguard children.

All staff and other adults have a responsibility to keep pupils safe and protect them from abuse (sexual, physical and emotional) and neglect. Pupils have a right to be safe and to be treated with respect and dignity. It follows that trusted adults are expected to take reasonable steps to ensure their safety and wellbeing. Failure to do so may be regarded as professional misconduct.

In light of the need for children to behave differently when they return to school, and any new systems we have put in place to support that, the changes within this Addendum will need to be communicated to pupils, parents and staff. Best practice suggests this includes:

- proactively teaching new rules to staff, pupils and parents;
- regularly and rigorously reinforcing behaviour throughout every day;
- consistently imposing sanctions when rules are broken, in line with the Policy, as well as positively reinforcing well-executed rules through encouragement and rewards.

In addition to the responsibilities of individuals in the school outlined in the Whole School Behaviour Policy, the following additional responsibilities apply during the Covid-19 outbreak.

3.1 Governing Body

The Governing Body will:

- promote the use of this Addendum throughout their discussions with staff and parents in order to ensure that it is accurately and consistently enforced throughout the pandemic;
- support the Head teacher and other staff in implementing this Addendum

3.2 Staff and other adults

In addition to the general expectations laid out in the school's current Behaviour Policy, staff and other adults are expected to:

- not to come to work if they have COVID 19 symptoms, or go home as soon as these develop (informing their manager), and access a test as soon as possible ([Coronavirus \(Covid-19\): Getting tested](#));
- voluntarily test themselves with an LFD test kit on a regular basis during term time. This is not compulsory, but recommended.
- where the test is positive, stay at home and follow the Government's '[Stay at home' guidance](#) . This also applies where the member of staff or other adult is part of a household where an individual has symptoms and/or tests positive for Covid-19. Staff are not required to isolate if they:
 - are fully vaccinated;
 - are below the age of 18 years 6 months;
 - have taken part in or are currently part of an approved Covid-19 vaccine trial;
 - are not able to get vaccinated for medical reasons.
- clean their own hands more often than usual - with running water and soap and dry them thoroughly or use alcohol hand rub or sanitiser ensuring that all parts of the hands are covered;
- follow strict social distancing rules between themselves, colleagues and other adults if transmission levels appear to be increasing;
- ensure their classrooms or work areas are de-cluttered so as to allow for better and easier cleaning throughout the day;
- regularly reinforce with parents the arrangements for the start and end of the school day (where these are required to manage increased Covid-19 transmission or during an outbreak situation) including, staggered start and finishing times and the need for social distancing outside the school;
- supervise any queuing system following a process for staff to greet each child, ensuring they wash or sanitise their hands immediately on arrival, and then go straight to their classroom;
- use and promote the 'catch it, bin it, kill it' approach;
- avoid touching their mouth, nose and eyes;
- clean frequently touched surfaces often using standard products such as detergents and bleach;
- think about ways to modify their teaching approach to keep a distance from children in their class/group as much as possible, particularly close face to face support (noting that it's understood that this is not possible at all times, which is why hygiene and hand cleaning is so important);
- consider avoiding calling pupils to the front of the class or going to their desk to check on their work if this is not necessary;
- explicitly teach and supervise health and hygiene arrangements, helping their class to follow the rules on hand cleaning, not touching their faces, 'catch it, bin it, kill it' etc. including by updating their classroom displays with posters ([e-Bug](#) has produced a series of helpful coronavirus posters: [Horrid hands](#), [Super sneezes](#), [Hand hygiene](#), [Respiratory hygiene](#), [Microbe mania](#));
- apply consistently any sanctions required to pupils who deliberately or intentionally disobey the outbreak management rules, whilst emphasising the importance of them in an age-appropriate manner;
- keep their classroom door and windows open if possible for air flow , to maximise air flow and improve ventilation;

- limit their contact with other staff members, and not congregate in shared spaces, especially if they are small rooms in the event that further actions are required to reduce transmission rates;
- identify any reasonable adjustments that need to be made for pupils with more challenging behaviour and update Behaviour Management Plans/EHCP Plans as necessary;
- report any concerns or worries about the management of Covid-19 in the school to the attention of the senior leadership team as soon as possible;
- ensure they read the School's Rewards and behaviour Policy Addendum and know what role in it they are being asked to take.

3.3 Pupils

In addition to the general expectations laid out in the school's current Behaviour Policy, pupils are expected to:

- attend school for all sessions;
- stay at home and follow the GOV.UK [stay at home](#) guidance if they have Covid-19 symptoms, or go home/be collected by a parent as soon as these develop, and access a PCR test as soon as possible ([Coronavirus \(Covid-19\): Getting tested](#)). Information relating to such incidents will be shared with local Public Health specialists to inform the 'test and trace' process in line with the school's pupil privacy notice;
- stay at home and self-isolate for 5 no. days if someone in their household develops symptoms or has a positive Covid-19 PCR test. Pupils will not be required to self-isolate if they take an LFD test on each of the 5 days and the results of those tests are negative. This applies to both primary and secondary school pupils. See Cumbria Public Health [guidance for parents](#).
- ensure that where they travel to and from school independently on public transport they are aware of the precautions they should take in order to reduce the risk of transmission to themselves and others ([Covid-19: safer travel guidance for passengers](#)). Face coverings are recommended and expected on all public transport. Where this is totally necessary, this should not be during peak times. Pupils should bike or walk to school wherever possible;
- where additional actions are required as a result of rising transmission cases in the school, follow any altered routines for arrival or departure, arriving at school at the advised allotted time, and entering the school via their designated route. At the end of the day, pupils will leave the building from their designated exit. They will leave one at a time when their parent has come to collect them, or where they are travelling home unaccompanied again keeping their distance using the markers on the floors as a guide;
- follow school instructions on hygiene such as handwashing and sanitising. Hands must be washed or sanitised on arrival at school, after using the toilet facilities, before and after eating, before and after break times; before and after sport/PE sessions and before they leave for home;
- move around the school as per specific instructions (for example, one-way systems, out of bounds areas, queuing);
- follow instructions and expectations in relation to sneezing, coughing, tissues and disposal ('catch it, bin it, kill it', sneeze into the crook of your arm) and avoid touching their mouth, nose and eyes with hands prior to proper hand washing;
- tell a member of staff/adult if they are experiencing symptoms of coronavirus or feeling unwell generally;
- follow rules about sharing any equipment or other items including drinking bottles;
- follow the clear rules about intentionally or deliberately coughing or spitting at or towards any other person;
- follow the clear rules for pupils at home regarding conduct in relation to remote education where this is required during an outbreak situation;
- understand the rewards and sanction system particularly in relation to breaking any temporary amended school rules;

3.4 Parents

In addition to the general expectations laid out in the school's current Behaviour Policy, parents are expected to:

- not come to school if they or any member of their household have coronavirus symptoms; not to send their child to school if they have symptoms, and access a PCR test as soon as possible ([NHS: Ask for a test to check if you have coronavirus](#)). Once an isolation period has come to an end, and where they are well enough to do so, the child must return to school as normal;
- inform the school as soon as possible if their child, or any member of their household has coronavirus symptoms, arrange a test and inform the school of the outcome as soon as possible. Information relating to any symptoms or confirmed cases will be shared with the local Public Health department in order to inform the 'test and trace' process in line with the school's pupil privacy notice;
- arrange to collect their child from school as soon as possible should the child develop Covid-19 symptoms whilst at school or on the journey to and from school;
- encourage their child to bike or walk to school wherever possible;
- ensure their child/ren are fully aware of the recommended rules when travelling to school or home via public or dedicated school transport. Specific rules are available from the school office and Cumbria County Council have [guidance on behaviour](#) available on their website;
- provide the school with at least 2 emergency contact details;
- ensure arrangements for dropping off and collecting their child are communicated to the school particularly if the person who normally drops-off or collects the child has changed;
- not to gather in the playground or to enter the buildings to drop off or collect children and not to gather at the school gates to talk to other parents.
- follow school instructions on hygiene such as handwashing and sanitising if they need to enter the building;
- reinforce good hand and respiratory hygiene with their children at home in relation to sneezing, coughing, tissues and disposal ('catch it, bin it, kill it', sneeze into the crook of your arm) and avoid touching their mouth, nose and eyes with hands;
- provide a suitable face covering and sealable plastic bag for use by your child where they are directed to wear a face covering by the school in corridors and designated communal areas. In situations where they are required to do so, such as in an outbreak situation, teach your child how to wear a face covering appropriately including rules for [putting on, taking off and storing the face covering safely](#). This may be mandatory in a local outbreak situation;
- follow the clear rules about intentionally or deliberately coughing or spitting at or towards any other person and reinforce this rule to their child;
- follow the clear rules for pupils at home regarding conduct in relation to remote education (which may be necessary in a local outbreak situation);
- understand the rewards and sanction system particularly in relation to breaking any amended school rules;
- ensure their child understands the behaviour school expects in relation to home learning (where this is deemed necessary in a local outbreak situation);
- ensure they read the school's updated behaviour policy and know what role in it they are being asked to take.

4. Pupils with Special Educational Needs

We acknowledge that children will have had a range of different experiences during the Covid-19 pandemic which may have an impact on their behaviour presentation now that they have returned to full-time education. Some may present with frustration as a result of being isolated from friends or having missed a significant event or experience.

Some children will have returned to school having been exposed to a range of adversity including bereavement and long term anxiety. This may lead to an increase in social, emotional and mental health (SEMH) concerns. Additionally, where children have special educational needs and disabilities (SEND), their provision may have been disrupted during partial school closure and there may be an impact on their

behaviour. For children and young people with SEND, it is especially important to teach new norms and routines around protective measures and personal hygiene clearly and accessibly.

As a result of these varied experiences children may present with behaviour that is not usual, this may include:

- anxiety; lack of confidence;
- challenging behaviour; fight or flight response;
- anger; shouting, crying;
- hyperactivity and difficulties maintaining attention.

For some children, including those with attachment concerns or SEN, and especially those with autism, the change in routines and lack of familiarity has required additional adjustment. We recognise that behaviour could be a sign that for some individual children there is an unfulfilled need and that the behaviour is communicating that there is a problem. We will undertake an individual risk assessment for the child and use reasonable endeavours to make the necessary adjustments to reduce the stimulus that may be triggering the challenging response.

Children with SEN are recognised as being particularly vulnerable. We will work closely with parents to implement supportive strategies that will inform an appropriate response. Some children may need additional support and access to external services such as Educational Psychologists, Social Workers, Counsellors and Early Help.

5. Behaviour when learning at home (local outbreak situation)

Should the school be required to invoke the Outbreak Management Plan and reintroduce remote learning, where pupils are interacting with other pupils or staff online, they must always be kind and respectful to each other and respectful and obedient to staff, remembering at all times that that staff are not 'friends' with, or peers to, pupils.

Pupils must never attempt to contact staff via social media or make comments about staff on social media platforms. Any inappropriate comments to staff online or any online platform will be taken very seriously. This is also the case of for any online bullying towards other pupils or peer-on-peer abuse that is disclosed to the school during this time.

6. Rewards

These are published in the Rewards and behaviour policy

7. Sanctions and Disciplinary Action

If a child's behaviour is deemed high risk, for example, refusing to adhere to safety measures, such as, hand washing or deliberate behaviours that put themselves or others at risk, such as spitting or deliberately coughing at people, the following sanctions and disciplinary procedures could be used:

- Conversation(s) with pupil(s) which could include a verbal warning, moving seats and other behaviour management strategies in line with our current behaviour policy.
- Once all appropriate behaviour management strategies have been exhausted, contact will be made with pupil's parent/carer.
- If the health and safety of other pupils and staff members are put at risk by the pupils not adhering to Covid-19 rules, then the parent/carer will be expected to collect the pupil and a fixed term exclusion will be applied in line with Exclusion guidance.
- If the health and safety of other pupils and staff members are put at risk by the pupils coughing or spitting on others then the parent/carer will be expected to collect the pupil and a fixed term exclusion will be applied in line with Exclusion guidance.

8. Exclusions

The disciplinary powers that schools currently have, including exclusion, remain in place. We are aware that the current circumstances can affect the mental health of pupils and their parents in a way that affects behaviour (refer to [Mental Health & Behaviour in Schools](#) and [Creating a Culture: How school leaders can optimise behaviour](#)).

Head teachers retain the power to exclude pupils on disciplinary grounds. 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. Permanent exclusion will only ever be used as a last resort, in response to a serious breach, or persistent breaches of the School's Rewards and 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.

Schools who have permanently excluded a pupil are expected to work with parents or carers and the local authority to arrange a place at an alternative educational setting as soon as possible so as to minimise any further breaks in education provision. Where the child in question is vulnerable, we will notify the local authority/social worker immediately and work with the local authority to ensure that the child is found a place in another educational setting quickly. During any gap in provision, education providers, social workers, local authorities and other professionals will need to work together to ensure adequate and appropriate arrangements are in place to keep in touch with vulnerable children and young people.

The coronavirus is affecting governing boards' duties to consider reinstatement of excluded pupils, and the process for independent review panels (IRPs). The timeframes set out in the School Discipline (Pupil Exclusions and Reviews) (England) Regulations 2012 remain in force.

The government appreciates that it may not be possible to meet the timeframes set out in regulations for review meetings and IRPs, due to the disruption caused by the coronavirus outbreak and the health risks of holding meetings. The Regulations themselves envisage that the timeframes may not always be met, which is why they specify that meetings and panel hearings must still go ahead even if the relevant deadline has been missed. It is for the governing board or arranging authority to assess the facts of the case and decide whether the statutory deadlines are achievable or whether, in the circumstances, the meeting has to be delayed. Governing boards and arranging authorities should continue to take reasonable steps to ensure meetings are arranged for a time when all parties are able to attend.

For further information on exclusion please refer to DfE guidance [Changes to the school suspension and permanent exclusion process during the Covid-19 outbreak](#) and our Exclusion Policy and supporting Covid-19 Addendum.

8.1 External support for SEND and behaviour

Schools may normally work with external agencies to support pupils with special educational needs and disability (SEND) or with behaviour or other issues. The Head teacher will check with the LA or other providers of such support services to ascertain whether or when such services will be available. For pupils with education health and care (EHC) plans, it may not be possible to provide the full range of provision set out in the plan, and it may be necessary to make different arrangements if some of the support services are not available in their usual form.

The Head teacher will also be aware that there may be additional pupils, including those with SEND, who display symptoms of stress or anxiety and additional support may be needed for them. The school will check with LA on their capacity to support with this.

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