



## **Behaviour and Uniform Policy (including Covid-19 Amendment)**

Date of review	
Approved by	
Date of next review	

## **Westlands School Behaviour Policy – Covid-19 Breaches - Amendment**

During this time of unprecedented change and difficulty, we have adapted our Behaviour Policy to allow staff, pupils and parents to understand the school's responses to pupils who fail to comply with school discipline at this time in relation to Covid-19 'breaches'.

This section is linked to the general guidance on Covid-19 offences available through central government and the College of Policing. It focuses on behavioural expectations of pupils during this unusual time of dealing with Covid-19, i.e. increased hygiene standards, as in the handwashing advice from PHE and adhering to instructions regarding social distancing. We would expect our usual school procedures and expectations to be followed, with the exceptions listed below and with the rationale of 'support' as the main focus of our pastoral teams.

**We have taken the calm and supportive approach from the guidelines given by the National College of Policing and believe that the 4 steps shown below are much more realistic and positive than a zero-tolerance policy. Supporting pupils at this difficult time will follow these steps, wherever reasonably practicable.**

- 1. Explain - Why we need Covid-19 changes in our setting.**
- 2. Engage - Try to engage the pupil and put across that we are all having to follow this guidance.**
- 3. Encourage - Encourage the pupil to follow the guidance or your advice upon it.**
- 4. Enforce – Sanction and taken out of setting or area.**

**Enforcement is a last resort and we want to encourage pupils back into our setting to gain some structure and routine, as well as support, into their lives. We are not looking to simply dis-engage from a pupil if they are struggling with the new systems and Covid-19 related guidance we have put into place.**

Pupils who are unable to follow the Covid-19 guidance and that of the staff supporting them, will be dealt with by the Community Teams and they will follow the '4 E' model above. This would apply to the normal breaches of the behaviour policy. The Community Teams will look at what extra support that pupil may need at this difficult time and signpost support services both internal and external. If the pupil does not respond to the guidance and support of their Community Team, then the pupil will be isolated from their small group setting and may be asked to return home for that day.

If it is apparent that a pupil is continually not accepting the new Covid-19 guidance or is exhibiting poor behaviour that would normally be punished through time in our Pupil Support Provision, we will ask that pupil to return to distance learning for a period of time, as they are a threat to the safety and support of their peers. A period of re-integration will then be agreed with the Pastoral Team and the pupil will be encouraged to re-engage with the school site systems. Parental contact will be through telephone calls and/or emails. We are unable to meet parents on the school site at this current time. If that pupil, again needs extra support or help at this difficult time, the Community Teams will look to signpost extra support both internal and external.

If it is clear that the pupil's behaviour exhibits a severe lack of respect to the adults and pupils within the school and they are also not adhering to the Covid-19 regulations, it may be necessary to use a Fixed Period Exclusion, at the Head of School's discretion. If a pupil receives a Fixed Period Exclusion, they will, once the exclusion has been completed, return to distance learning only for the rest of that school term, as supported by the guidance from KCC.

The school will continue to support the community and Kent Police, in tackling anti-social behaviour on the journeys to and from the school site, including the breaking of government guidelines on social distancing. The School reserves the right to enforce punishment on those who are anti-social or difficult with members of our local community at this time, whilst working with the Kent Youth Engagement team and other agencies, to educate pupils.

The school will also enforce a 'sensible dress' policy for students attending. We are asking pupils to arrive in uniform, (unless key worker pupils, due to guidelines on washing clothes daily). We do expect pupils to be dressed in a sensible and practical way. The school's policy on jewellery, piercings and inappropriate clothing will continue. School dress is

not to be a fashion show and those who are wearing inappropriate clothing for a school environment, will be sent home. It is key that pupils wear sensible clothing as they may be outside for a certain amount of time, in various weather conditions therefore should be covered up and aware of their need to protect themselves from the elements. We would look to work with the family where issues arise and not simply sanction, although we withhold the right to do so if the issue continues to persist.

All other school procedures, where appropriate, will be followed to ensure consistency. Again, staff will look to follow the '4 E' model to support the pupils as much as possible, rather than to instantly highlight their misdemeanours.

This amendment has been created in line with guidance from KCC, National College of Policing and Swale Academies Trust and in conjunction with the Equality Act of 2010, respecting the safeguarding and support of students with Special Educational needs and vulnerable students.

[https://www.kelsi.org.uk/\\_data/assets/pdf\\_file/0006/108969/Return-to-School-Guidance.pdf](https://www.kelsi.org.uk/_data/assets/pdf_file/0006/108969/Return-to-School-Guidance.pdf)

<https://www.college.police.uk/What-we-do/COVID-19/understanding-the-law/Pages/default.aspx>