

Addendum to Behaviour Policy for the duration of the COVID-19 period

At John Cabot Academy we recognise that the COVID-19 period has been traumatic and difficult for many children and adults. The process of return to the school building carries with it a significant degree of change and this will require adjustments to be made; some children and adults will find this more difficult than others.

As a trust, the Cabot Learning Federation is committed to supporting children and adults to make the necessary adjustments to living and learning in a set of circumstances where COVID-19 is a part of daily life. A 'recovery curriculum' is being developed across all schools which focuses on understanding and meeting the needs of learners as they return to school, taking account of some of the difficulties they face.

It is also important to recognise that where COVID-19 is a part of daily life, so too must rigorous health and safety standards be adopted. These health and safety standards are not a negotiable aspect of the school experience, and these have been put in place to support all members of our communities to stay safe and well, including those who may not attend the school site.

Our role is to educate and support young people to fully understand the implications of these measures and ultimately to follow them. Where a child struggles to comply with the measures set out, our first approach will be to educate them as to the risks and to their responsibility to be a part of mitigating these risks. In this respect, this is no different to our approach for many other aspects of health and safety on site at any other time.

We will work to ensure that children respect the 2m social distancing rules and other health and safety measures as part of their daily experience. We do recognise, however, that for some younger children or those who find it difficult to follow rules this may be challenging. Students who are not following our guidelines and expectations will be encouraged and supported to do so through further educating them as to the dangers posed. If the school feels the safety of others is being put at risk, an individual risk assessment will be created for that child.

It is important to note that, whilst our general approach is a supportive one focused on educating and helping to set positive behaviours both within and beyond the Academy, any pupil who commits serious or persistent breach of the new COVID-19 protection rules may be sanctioned by the Principal, using the full range of sanctions available, dependent on the seriousness of the breach, up to and including in extreme cases permanent exclusion.

In addition to the above we will also be adapting our expectations around uniform and our sanctions in response to low level disruption within the learning sessions that will be taking place.

Uniform

In order to comply with the health and safety regulations around clothing, we consider that expecting parents and students to wash their uniform on a daily basis may be a challenge and have therefore taken the decision to allow students to wear non-uniform items as we don't want this to be a barrier to them participating in live learning sessions. However, it is important that students wear clothing which is appropriate and not offensive. Below is a list of items that should not be worn:

- See-through clothing, for example see-through blouses
- Strapless or 'string-strapped' tops
- Clothing which is revealing; for example, exposing bare midriffs, chests or décolletages
- Clothing with offensive logos
- Culturally offensive outfits or costumes
- Any rips or patches above the knee, on jeans
- Muscle vests
- Baseball caps
- Flip flops or backless shoes

It is recognised that the guidance above will not cover all issues that may arise, but we trust our students to make appropriate decisions about what to wear to school. On the rare occasion that a student may decide to wear items which have not been covered by the above bullet points, but which are against the tenor of this guidance, a member of the Senior Leadership Team will use their professional judgement to make a decision about the appropriateness of the outfit. Should a student not be appropriately dressed, they will either be asked to change in school or be sent home to change (with permission from a parent/carer) by a member of the Senior Leadership Team.

*Our expectations around make-up, jewellery, hair, tattoos and body piercings remain the same.

• **Sanctions**

It is important that we maintain consistent boundaries to help students and staff feel safe, and that school needs to feel as predictable a place as it can be, after experiencing something that has been so unpredictable. Our role is to educate and support young people to fully understand their behavior and its implications on others. Therefore, when a student is sent to separated learning they will be expected to:

- .1 Go to the Separated Learning Room
- .2 Talk to the Pastoral member of staff about what happened and why or complete a reflection form if they are not ready to talk
- .3 remain in separated learning room for 1 session/until the end of the learning session with the pastoral member of staff
- .4 Meet their teacher to complete a restorative conversation (Supported by the pastoral member of staff)
- .5 Return to the next learning session if the pastoral member of staff is confident they are now ready to learn

In addition to helping the student understand their behaviours we will consider whether the student requires additional support so they can positively take part in learning sessions. In the event where persistent breaches to behaviour policy occur the Principal and senior staff will apply the full range of sanctions available.

We will inform parents and students in advance of any changes to our expectations and procedures around uniform and sanctions.