

THE HARMONY TRUST

Northmoor Academy



Northmoor Academy Behaviour Management Procedures (COVID-19)

At Northmoor Academy we aim to have a **calm and caring atmosphere** where **everyone feels safe and happy**. We aim for all **our children to achieve their highest potential** and **excellent behaviour** is fundamental to ensure every child succeeds. We believe that we all have a part to play in **building a positive foundation for behaviours and attitudes to learning** and that **positive relationships** are the root of this.

This temporary revised policy reflects the values and principles that we collectively consider to be important to our academy during the wider reopening of schools following the COVID-19 pandemic.

As a staff, we recognise that many of our pupils will not have had an experience at home where routines would have been well established. We acknowledge that for many pupils bedtimes might have been inconsistent and children might not have had access to a balanced, healthy diet. These factors may act as possible triggers for poor behaviour choices and adults need to be mindful of these when applying the behaviour policy.

During induction, staff agreed on the following considerations to be taken into account during the wider opening process due to Covid 19:

- The forming of positive relationships will be key during this time – ensuring children and staff feel safe and happy.
- We should be aware of the importance of the pastoral nature of our role when welcoming pupils back and getting them used to the 'new normal'.
- Year group bubbles should have a 'time-out' space in their room equipped with an appropriate activity.
- During the first few days of welcoming pupils back into school, a code of conduct/class charter should be created WITH the pupils outlining expectations for social distancing guidelines, hygiene, uniform, behaviour. This should then be displayed and referred to regularly with the children (and adults). Use of CIP to add visual representation to the 'rules' will support this. Also, giving each rule/expectation a short name, such as 'the 2m rule' will make them more memorable for the children.
- No jewellery should we worn.
- When we experience hot, sunny weather parents will be reminded about applying sun cream to their child in the morning, and sending their child to school with a sun hat and sunglasses.

Principal: Mrs A Coleman

Deputy Head: Mr A Dunn

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- The **Golden Rules** will still be followed (GHLLWK, Don't FLIDWHf):

The academy guidance for Behaviour should be read in accordance with The Harmony Trust Behaviour and Anti-Bullying Policy.

- Be **g**entle with each other *Don't **f**ight*
- Be **h**onest *Don't **l**ie*
- **L**isten *Don't **i**nterrupt*
- **L**ook after property *Don't **d**amage*
- **W**ork hard *Don't **w**aste time*
- Be **k**ind and helpful *Don't **h**urt feelings*







Our Covid-19 motto is to **CARE**:

- **C**ollaborative
- **A**daptable
- **R**esilient
- **E**mpathetic

The contents of the tables below are taken from the existing behaviour policy and are those which can still be applied (with some minor adaptations):






Rewards:

We fully recognise and reward helpful and cooperative behaviour, good work and achievement.

	Smile	The most common reward used is "the smile" to recognise that the child is making the right choices.
	Verbal	"Well done" Public recognition for correct behaviour choices and / or good work.
	Stickers	A whole school approach meaning that all staff can give stickers which pupils then stick on their reward cards.
	Sharing good work	Public acknowledgement in class. This can be completed via Purple Mash too. Whole class rewards can be given too.
	Star of the day	A certificate/note displayed in class to recognise a super day
	Celebrate success with parents	A message communicated with parents by parent mail/phone call home/twitter (following agreement from Principal)

Sanctions:

If a child breaks the rules we use the language of Choice and Consequence. Pupils choose their behaviour and choices always bring consequences. We understand that mistakes are normal and therefore consequences should be supportive.

	"The Look"	Minimal eye contact and a stern look given for routine misbehaviour
	Praise others	for making the appropriate choice
	A reminder	A reminder of expectations by identifying and praising a child doing the right thing – e.g. "Thank you... for putting your hand up"
	Addressed by Principal	For serious incidents / persistent behaviour, child to be seen by Principal (following social distancing guidelines) and incidents logged
	Speak to parents	Formal contact made and parents spoken to by Principal by telephone and agree parental contract to ensure they accept and support our work

This policy will be regularly reviewed and adapted as more pupils are welcomed back to school.

Racism

Definition of a racist incident

A racist incident occurs when people are abused because of their racial difference.

Incidents are investigated as potentially racist if the victim experiences it as racially motivated or others involved see it as such.

Racism is on a continuum that includes bullying and other personal abuse.

It is crucial therefore:

- For the victim to feel supported by the school _
- For the perpetrator to be dealt with_

Responding to racist incidents

Racist incidents are serious, however trivial they may seem in isolation. In personal terms they are extremely offensive.

- All incidents are dealt with sensitively_
- The Principal/Deputy Head is responsible for dealing with racist incidents_
- All staff need to be confident, to know what is expected of them and be given support in dealing with racist incidents_
- Time is needed to investigate an incident thoroughly, to ensure that justice is done and is seen to be done_
- Support needs to be given to victims_
- Perpetrators need to be counselled and dealt with appropriately and fairly_
- Staff, pupils, governors and parents need to be kept informed of progress and outcomes_

Data collection and monitoring

All racist incidents are logged. The log includes other kinds of personal abuse like bullying. Incidents are reported to the Local authority.

We always:

- Encourage pupils to talk about themselves positively and regard themselves as achievers_
- Provide additional support and security for pupils who need it before and after school _
- Pupils' experiences and backgrounds are utilised in planning and gathering teaching materials_
- Pupils share in discussions dealing with racism in circle time activities_
- Use the skills of bilingual support staff fully and effectively in school_
- Provide explicit information for pupils (on what to do if they are victims of a racist incident)_
- Develop positive relationships between staff and pupils in order to ensure children can tell about their experiences and share incidents of abuse_

Bullying

Rationale

Bullying is a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully. It can range from name calling, racist comments, teasing, threats and extortion through to physical assault on persons and/or their property, in or out of school.

School will not tolerate any form of bullying including that which is linked to racism, homophobia, gender, disability or social background.

Purposes

- Every student in our school has the right to enjoy learning and play, free from intimidation, both in school and in the community._
- Our school does not tolerate any unkind actions or remarks, even if they were not intended to hurt. Bullying is dealt with seriously._
- Pupils should help each other by reporting all instances of bullying. Information is treated in confidence._

Reporting

Pupils should be encouraged to report bullying to any trusted adult. Pupils are taken seriously at all times. Any information is regarded as confidential, as far as possible.

Recording

Incidents of bullying are recorded in the worrying behaviour file held by the Principal.

Investigation

The situation is investigated and the outcome communicated to those involved Parents of bullies and victims will be involved and informed of the outcomes.

Staff action

Bullies should not be bullied.

Victims should be provided with a "safe refuge."

Bullies and victims may be counselled together.

All involved must see something is being done.

Incidents are:- Recorded in behaviour file (HT) and dealt with by the Principal alongside the class teacher and learning mentor. Sanctions follow our behaviour policy.

Learning

There are frequent opportunities for pupils to discuss all forms of bullying in many curricular areas / PSHE / assemblies/ school council. Pupils learn about the different kinds of bullying – racist, homophobic and social networking / cyber-bullying.