WMG Academy for Young engineers

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BEHAVIOUR POLICY ADDENDUM – COVID-19

AUGUST 2020

AUTHOR: MRS K TAGUE

WMG ACADEMY FOR YOUNG ENGINEERS TRUST

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Author:	Mrs K Tague	**Version:**	2.0
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1. Introduction

1.1 The WMG Academy is obligated to follow all government guidance related to COVID-19 and ensure the concept of social distancing, procedures related to hygiene, being alert and staying safe are applied at all times.

1.2 To ensure the safety of learners, staff and wider family networks, all rules must be followed from the time learners arrive at the academy to the time they return home.

1.3 It is hoped that learners have an appreciation and the maturity to recognise the severity of the situation and act responsibly. Any behaviour that increases the risk of infection or creates undue distress will be considered as a sanctionable behaviour. The academy will decide, based on the evidence related to the incident, if guidance, re-education or the application of sanctions is appropriate to mitigate any risk that may be presented by a learner's behaviour.

1.4 This policy is in addition to the existing Behaviour Policy and defines behaviours in relation to COVID-19 and keeping people safe.

2. Sanctions

2.1 The sanction of isolation or exclusion will be considered regardless of the explained intent by the learner, e.g. if, when a learner is asked to explain their behaviour, it is justified by the learner as a 'joke'.

2.2 Learners who demonstrate any of the behaviours below may be isolated from other learners to ensure that people are kept safe:

- Coughing in the direction of another learner with the intent to spread infection or cause fear of infection.
- Bullying behaviour regarding COVID-19 towards another learner.
- Throwing of any object at another learner with the intent to spread infection or cause fear of infection.
- Deliberate movement out of the designated areas the learners have been given to work within.
- Refusal to follow a reasonable request to wash hands or sanitise hands/ equipment.

- Not taking reasonable precautions to prevent unnecessary contact or close proximity with others.
- A refusal to follow any reasonable request to follow the rules and procedures, including the use of face masks/coverings as directed, that have been brought in by WMG Academy to protect learners, staff and families.

2.3 Fixed term and permanent exclusions will be considered for the following behaviours:

- Spitting at another learner with intent to spread infection or cause fear of infection.
- Racial or verbal abuse with a COVID-19 aspect to it.
- Wiping of any body part on another learner with the intent to spread infection or cause fear.
- Threatening behaviour towards a member of staff and not respecting their personal space.
- Having specific intent and acting in a way that causes distress to other learners or staff in relation to COVID-19.
- Consistently and persistently refusing to co-operate with the rules and procedures that have been brought in by the academy to protect learners, staff and families.