

Positive Behaviour for Learning: Addendum November 2021

Context:

This addendum to Walthamstow School for Girls' Positive Behaviour for Learning policy contains details of adaptations necessitated by changes resulting from the impact of COVID, student concerns about sexual harassment and sexual violence, updated DfE categories regarding exclusion and the increasing use of e-cigarettes and vaping products.

1. Impact of COVID

The impact of COVID has necessitated the wearing of face masks in order to protect members of our school community. When students have to be reminded to wear their face mask or to wear it properly, a behaviour point will be given and recorded on SIMs. If a student refuses to wear a face mask and is not exempt, they will be removed to the duty room and could face an exclusion for disobedience or for wilful and repeated transgression of protective measures in place to protect public health.

2. Sexual harassment and sexual violence: a zero-tolerance approach

The school will ensure that all incidents of sexual harassment and/or violence are met with a suitable response, and never ignored. Examples include:

- Sexual violence, such as rape, assault by penetration, or sexual assault (intentional sexual touching without consent)
- Sexual harassment, meaning unwanted conduct of a sexual nature, such as:
 - Sexual comments
 - Sexual jokes or taunting
 - Physical behaviour like interfering with clothes
 - Online sexual harassment such as unwanted sexual comments and messages (including on social media), sharing of nude or semi-nude images and/or videos, or sharing of unwanted explicit content

Pupils are encouraged to report anything that makes them uncomfortable, no matter how 'small' they feel it might be.

The school's response will be:

- Proportionate
- Considered
- Supportive
- Decided on a case-by-case basis

Sanctions for sexual harassment and violence may include fixed-term or permanent exclusions.

The school has procedures in place to respond to any allegations or concerns regarding a child's safety or wellbeing. These include clear processes for:

- Responding to a report
- Carrying out risk assessments, where appropriate, to help determine whether to:
- Manage the incident internally

- Refer to early help
- Refer to children’s social care
- Report to the police

Please refer to our child protection and safeguarding policy for more information
<https://www.wsfg.waltham.sch.uk/policies>

3. Smoking, including use of e-cigarettes and vaping products

Smoking will not be tolerated at WSFG, or when dressed in the uniform of the school. The definition of ‘smoking’ includes any tobacco-based products, e-cigarettes and vaping products. Smoking, being associated with smokers or being found in possession of smoking paraphernalia in school could lead to a fixed-term exclusion.

4. Updated DfE categories

The document ‘Changes to the DfE Reasons for Exclusion for 2020 / 2021’ (included below) includes additional reasons for exclusion which are not currently part of our Positive Behaviour for Learning policy. These include:

- Use or threat of use of an offensive weapon or prohibited item
- Abuse against sexual orientation and gender identity
- Abuse relating to disability
- Inappropriate use of social media or online technology
- Wilful and repeated transgression of protective measures in place to protect public health

These offences will not be tolerated at WSFG and will result in a serious sanction which could include a fixed-term exclusion.

The school reserves the right to apply sanctions, including fixed-term exclusions, for any other offence which the Headteacher considers detrimental to the health and safety of the school community.

DfE Changes to Reasons for Exclusion Academic Year 2020/2021

The DfE expects schools from the beginning of academic year 2020/21 to **cease** the use of “Other” as a reason for an exclusion. September 2020 also sees the introduction of 5 new exclusion reasons. The expansion of exclusion reasons aims to give schools more scope for accurately coding the reasons for exclusion as outlined below.

New Exclusion Codes	New Pupil Exclusion Reason
OW	Use or threat of use of an offensive weapon or prohibited item
LG	Abuse against sexual orientation and gender identity
DS	Abuse relating to disability
MT	Inappropriate use of social media or online technology

PH	Wilful and repeated transgression of protective measures in place to protect public health
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The table below provides a full set of the descriptors of reasons for exclusions. This is to be used as a guide and is not intended to be used as a tick list for exclusions.

Exclusion Code	Pupil Exclusion Reason	Includes
OW	Use or threat of use of an offensive weapon or prohibited item	<p>Carrying or bringing onto the school site an offensive weapon / prohibited item such as knives, sharp instruments and BB guns,</p> <p>Carrying any article that has been or is likely to be used to commit an offence, cause personal injury or damage to property</p> <p>Use of an offensive weapon</p>
LG	Abuse against sexual orientation and gender identity	<p>Derogatory statements about sexual orientation (e.g. heterosexual, lesbian, gay, bisexual) and gender identity (e.g. transgender)</p> <p>Homophobic, biphobic and transphobic bullying</p> <p>LGBT+ graffiti</p> <p>LGBT+ taunting and harassment</p> <p>Swearing that can be attributed to LGBT+ characteristics</p>
DS	Abuse relating to disability	<p>Derogatory statements or swearing about a disability</p> <p>Bullying related to disability</p> <p>Disability related graffiti, Disability related taunting and harassment</p>

MT	Inappropriate use of social media or online technology	<p>Sharing of inappropriate images (of adult or pupil)</p> <p>Cyber bullying or threatening behaviour online</p> <p>Organising or facilitating criminal behaviour using social media</p>
PH	Wilful and repeated transgression of protective measures in place to protect public health	<p>Deliberate breaching of protective measures such as (but not limited to): non-compliance with social distancing, causing distress such as through purposefully coughing very near to other pupils or adults, or any other deliberate breach of public health protective measures which the school has adopted.</p>
PP	Physical assault against pupil	<p>Fighting</p> <p>Violent behaviour</p> <p>Wounding</p> <p>Obstruction and jostling</p>
PA	Physical assault against adult	<p>Violent behaviour</p> <p>Wounding</p> <p>Obstruction and jostling</p>
VP	Verbal abuse / threatening behaviour against pupil	<p>Threatened violence</p> <p>Aggressive behaviour</p> <p>Swearing</p> <p>Verbal intimidation</p>
VA	Verbal abuse / threatening behaviour against adult	<p>Threatened violence</p> <p>Aggressive behaviour</p> <p>Swearing</p>

		Verbal intimidation
BU	Bullying	Verbal, physical, cyber bullying or threatening behaviour online, racist bullying, sexual bullying, homophobic, biphobic and transphobic bullying, bullying related to disability
RA	Racist abuse	Racist taunting and harassment Derogatory racist statements Swearing that can be attributed to racist characteristics Racist bullying Racist graffiti
SM	Sexual misconduct	Sexual abuse Sexual assault Sexual harassment Lewd behaviour Sexual bullying Sexual graffiti
DA	Drug and alcohol related	Possession of illegal drugs Inappropriate use of prescribed drugs Drug dealing Smoking Alcohol abuse Substance abuse

DM	Damage to property	<p>Damage includes damage to school or personal property belonging to any member of the school community</p> <p>Vandalism</p> <p>Arson</p> <p>Graffiti</p>
TH	Theft	<p>Stealing school property</p> <p>Stealing personal property (pupil or adult)</p> <p>Stealing from local shops on a school outing</p> <p>Selling and dealing in stolen property</p>
DB	Persistent or general disruptive behaviour	<p>Challenging behaviour</p> <p>Disobedience</p> <p>Persistent violation of school rules</p> <p>Raising of fire alarms falsely</p>