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CONTENTS

1. Introduction
2. Aims
3. Expectations
4. Policies
5. Guidelines
6. Responsibilities

1. Introduction

We believe staff, parents, carers, governors, volunteers and children are all entitled to a safe and protective environment in which to work. Behaviour that will cause harassment, alarm or distress to any users of the premises is contrary to the aims of the school.

2. Aims

Our aims are:

That all members of the school community treat each other, and the school site, with respect;
That the Christian ethos of the school be modelled by all in the respectful way in which we communicate.

3. Expectations

We expect that adults set a good example to children at all times, showing them how to get along with all members of the school and the wider community.

We expect that no members of staff, parents, carers, governors, volunteers or children are the victims of abusive behaviour or open to threats from other adults on the school premises.

4. Behaviours

Types of behaviour that are considered serious and unacceptable and will not be tolerated towards any member of the school community are:

- Shouting, either in person or over the telephone;
- Inappropriate posting on Social Networking sites deemed as threatening or bullying;
- Verbal abuse or threats;
- Sending abusive or threatening email;
- Being physically intimidating, eg standing very close or fist-shaking;
- Physical threats;
- Swearing (verbal or gestures);

- Sexual harassment, including inappropriate comments, touch or intimidation;
- Physical abuse, including pushing, spitting, hitting, slapping, punching or kicking;
- Racist, homophobic or sexist comments.
- Purposeful mistreatment of the school premises.

NB This is not an exhaustive list but seeks to provide illustrations of such behaviour.

All members of the school community will be held to the same behavioural standard, although different disciplinary procedures will apply.

5. Actions

The school reserves the right to take any necessary actions to ensure that members of the school community are not subjected to abuse.

Physical attacks, threatening behaviour, or abusive or insulting language (verbal or written) to staff, governors, volunteers, parents and carers, children and other users of the school premises will not be tolerated and will result in *withdrawal of permission to be on school premises*. In such cases, the school reserves the right to ban such adults from entering the school. Incidents will be investigated and witness statements taken.

It is also an offence under section 547 of the Education Act 1997 for any person (including a parent or carer) to cause a nuisance or disturbance on school premises. The Police may be called to assist in removing the person concerned. The school is not responsible for organising arrangements for children in these circumstances. Parents or carers will need to provide alternative arrangements for bringing children into school should this affect them.

Parents and carers have the right of appeal by writing to the Chair of Governors within ten days of permission to enter the school premises being withdrawn.

Please note that incidents of rudeness will be logged with the Chair of Governors.

6. Responsibilities

It is the responsibility of the Principal to monitor and review this policy.