



School and Parental Relationships Policy¹

The vast majority of visitors to our school, whether they are parents, other family members, members of the community or other guests, demonstrate the values, which we want to promote to our pupils in school. We value interaction between staff and the families of our pupils.

Sadly there are occasions where visitors do not behave, as we would deem acceptable. All schools have been encouraged to consider what to do in the situation where unsatisfactory behaviour arises. The school owes a duty of care to all persons at our school - employees and children. Abuse, threatening or aggressive behaviour is not considered to be an acceptable part of any job nor is part of the duties of any employee to accept such behaviour. Where parents are unhappy with any matter concerning school that cannot be managed informally then we expect parents to use the school Complaints Procedure which is available on the school website.

This policy refers to all parents, carers and visitors to the school.

What do we mean by Abusive or Threatening Behaviour?

The Public Order Act 1986 defines "disorderly conduct" as: verbal abuse, threatening abusive or insulting words or behaviour or any disorderly behaviour whereby a person is caused alarm, harassment or distress. "Threatening behaviour" is when a person fears that violence or threat of violence is likely to be provoked.

In a school context this could mean someone shouting at a member of staff, either in person or on the phone; acting aggressively, including using intimidating body language, as well as actual violence. It also covers comments posted on social networking sites or situations where members of staff are approached. It is enough for a staff member or pupil to feel threatened in order for this policy to be enacted.

Rights and Expectations of School Community

All members of the school community have a right to expect that their school is a safe place in which to work and learn. This includes office staff, teachers, teaching assistants, wraparound care staff and any other staff in school.

There will be no tolerance of violence, threatening behaviour and disorderly conduct, including abuse or aggression in all forms, against school staff or other members of the school community.

Where such behaviour does occur, action will be taken to deal with the person or persons concerned.

Types of behaviour that are considered unacceptable and will not be tolerated:

- Shouting or being aggressive to members of staff either in person or over the telephone
- Physically intimidating staff eg; invading personal space
- The use of aggressive hand gestures
- Threatening behaviour
- Bullying and intimidation
- Shaking or holding a fist towards another person
- Swearing
- Pushing
- Hitting
- Spitting
- Damage to personal property
- Breaching the school's security procedures
- Inappropriate language or personal comments

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

¹ Based on the GMB Yorkshire & North Derbyshire Schools Forum Zero Tolerance Policy



Action to be taken if an incident occurs

If an incident involving threatening or aggressive behaviour or abuse does occur then a BMBC local authority form will be completed by the member of the school community against whom the abuse was directed (kept in the office). In the case of this being a pupil a member of staff may complete the form on their behalf. All incidents will be recorded, investigated, statements taken and this information passed onto the relevant authorities so that behaviour can be monitored if deemed appropriate.

The school has a statutory responsibility to report any racist or discriminatory incidents to the Local Authority. Any act of actual or threatened violence will be referred to the police immediately and action will be taken at step four without the other steps being invoked.

Step 1 - Verbal warning

The headteacher will speak to the person or persons perpetrating such an incident. It will be put to them that such behaviour is unacceptable and an assurance will be sought that such an incident will not be repeated. It will be stressed on this occasion that repetition of such an incident will result in further more serious action being taken. If the headteacher has been subject to abuse or a witness in the incident this will be done by the Chair of Governors (or other appointed independent governor).

Step 2 - Written warning

If a second incident occurs involving the same person or persons, the headteacher will write to the adult(s) informing them once again that this conduct is unacceptable. As for Step 1, if the headteacher has been subject to abuse or is a witness to the incident, the Chair or other appointed governor will do this. The letter will give the adult(s) a final warning that this abusive, aggressive or threatening behaviour is unacceptable, and that a repetition of this conduct will leave the governors no option but to take further action.

Step 3 - Governors' ban letter

If such an incident recurs, or if an initial incident is considered serious enough by the headteacher, then the Chair of Governors (or other appointed governor) would be involved to enforce any action deemed necessary. This may result in a person or persons being excluded from school premises. Where appropriate, arrangements for pupils being delivered to, and collected from, the school gate will be clarified.

Step 4 - Involvement of the police

If following a decision to ban a person from the school premises, that person nevertheless persists in entering school premises, such a person may be removed from the school premises as a trespasser under Section 547 of the Education Act 1996 and charged with an offence under the Public Order Act 1986.

At Step 3, the person or persons will have the right to appeal against a ban from the premises. This would be in the form of a written request to the headteacher, Chair of Governors or panel of independent governors.

This policy will be reviewed as required.

Hoylandswaine Primary School Governing Body
October 2016

Welcome to Hoylandswaine Primary School



We would like to remind all parents that our staff treat all children and visitors to the school with respect and have the right to expect this in return.

Inappropriate language and aggressive or threatening behaviour will not be tolerated at this school. Anyone behaving in such a way will be dealt with using our School Staff and Parental Relationships Policy (please see the school website for more information).

Please seek to resolve any concerns in a respectful manner and, where deemed necessary, through the school Complaints Procedure on the school website.

We look forward to a positive and productive working relationship with all of our parents and children.

