

**The Federation of the Church Schools
of Shalfleet and Yarmouth**

Achieving Together for a Brighter Future



**MANAGING AGGRESSIVE
BEHAVIOUR**

A STATEMENT OF POLICY

Approved by	KB
Portfolio	Safeguarding
Approved on	Spring 2020
Review date	Spring 2022
Review Cycle	2 Year

Rationale

The Governing Body of the Federation of the Church Schools of Shalfleet and Yarmouth encourages close links with parents and the wider community. It believes that pupils benefit when the relationship between home and school is a positive one. The vast majority of parents, carers and visitors to our school are keen to work with us and are supportive of the school. However, on the rare occasions when a negative attitude towards the school is expressed, this can result in aggression, verbal and/or physical abuse towards members of the school staff or the wider community.

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

The Governing Body expects and requires its members of staff to behave professionally in these difficult situations and attempt to defuse the situation where possible, seeking the involvement as appropriate of other colleagues. However, all members of staff have the right to work without fear of violence and abuse, and the right, in an extreme case, of appropriate self-defence.

Aim: That all members of the school community treat each other with respect.

Expectations:

- That parents and other visitors to the school behave in a reasonable way towards members of school staff.
- 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.
- That no members of the staff, parents or children are the victims of abusive behaviour or open threats from other adults on the school premises.

Serious and unacceptable behaviour:

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

- Shouting, either in person or over the telephone
- Inappropriate posting on Social Networking sites deemed as bullying
- Speaking in an aggressive/threatening tone
- Aggressive, abusive or insulting behaviour or language
- Physical intimidation e.g. standing very close
- The use of aggressive hand gestures and/or exaggerated movements
- Shaking or holding a fist towards another person
- Swearing
- Pushing
- Hitting (e.g. slapping, punching or kicking)
- Spitting
- Breaching the school's security procedures
- Derogatory comments e.g. racist, sexist comments.

Such examples of unacceptable behaviour may result in the police being informed.

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

School premises are private property and parents have been granted permission from the school to be on school premises. However, in cases of abuse or threats to staff, pupils, parents or other members of the school community, the school may ban an individual from entering the school site.

It is an offence under section 547 of the Education Act of 1997 for any person (including a parent/carer) to cause a nuisance or disturbance on school premises. The police may be called to assist in removing the person concerned.

Procedure to be followed:

If a parent/carer or visitor behaves in an unacceptable way towards a member of the school community, the head teacher or appropriate senior staff may seek to resolve the situation through discussion and mediation.

If necessary the school's complaints procedures should be followed. Where all procedures have been exhausted and aggression or intimidation continue, or where there is an extreme act of violence, a parent or carer may be banned by the head teacher from school premises, subject to review.

In imposing a ban, the following steps will be taken:

1. The individual will be informed, in writing, that s/he is banned from the premises subject to review, and what will happen if the ban is breached (e.g. that police involvement or an injunction application may follow).
2. Where an assault has led to a ban, a statement indicating that the matter has been reported to the local authority and the police will be included.
3. The Chair of Governors / LA will be informed of the ban.
4. Where appropriate, arrangements for pupils being delivered to, and collected from the school site will be clarified.

The Local Authority itself may take action where behaviour is unacceptable or there are serious breaches of the Home/School code of conduct or health and safety legislation.

In implementing this policy, the school will, as appropriate, seek advice from the Local Authority / the Diocese, legal and health and safety departments to ensure fairness and consistency.

This policy will be reviewed every two years, and should be read in conjunction with the DFE document: ***Controlling Access to School Premises November 2018***

Signed

Date