

# OAKFIELD PRIMARY SCHOOL

## Adult Behaviour Policy



### Introduction

At Oakfield Primary School, we believe that pupils benefit when the relationship between home and school is a positive one and we encourage close links with parents/carers and our wider school community. The vast majority of parents, carers and others visiting our school are keen to work with us and are supportive of the school. However, in a very small minority of cases, the behaviour of a few parents/carers or visitors can cause disruption, resulting in abusive or aggressive behaviour towards staff and this will not be tolerated. At Oakfield, we expect and require that staff 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 in a safe and protective environment without fear of violence and abuse. We expect parents and other visitors to behave in a reasonable way towards members of school staff. This Policy outlines the steps that will be taken where behaviour is unacceptable

### Aim

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

### Expectation

- 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 staff, parents, carers or children are the victims of abusive behaviour or open to threats from other adults on the school premises.
- Physical attacks and threatening behaviour, abusive or insulting language verbal or written, to staff, governors, parents and carers, children and other users of the school premises will not be tolerated and may result in the withdrawal of permission to be on school premises.
- Any parent who is asked to leave the school premises will have the right to appeal the decision by writing to the Chair of Governors.

Please note that all such incidents will be reported to the Chair of the Local Governing Body.

### Responsibilities

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

**Heather Farrell**

January 2018

Approved by Local Governing Body: 30.01.18

## **Guidelines**

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

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

- Shouting, either in person or over the telephone
- Inappropriate posting on Social Networking sites
- Speaking in an aggressive/threatening tone
- Physical intimidation, e.g. standing very close
- The use of aggressive hand gestures/exaggerated movements
- Physical threats
- Shaking or holding a fist towards another person
- Swearing
- Pushing
- Hitting e.g. slapping, punching or kicking
- Spitting
- Racist, sexist or homophobic comments

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 community are not subjected to abuse.

School premises are private property and parents/carers have been granted permission by the school to be on school premises. However, in case of abuse or threats to staff, pupils or other parents/carers, school may ban parents/carers from entering school.

It is also an offence under section 547 of the Education Act 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.

School is not responsible for organising arrangement for children in the above circumstances. Parents/carers will be responsible for providing alternative arrangements for bringing children into school.

Parents/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.