



The Mosley Academy

Policy on Abusive or Threatening Behaviour on School Premises

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 have an "open door" policy because we value the interaction between staff and the families of our pupils. It is an important part of our ethos; it helps us to get to know our pupils really well and, therefore, enable them to make the best possible progress in all respects. This is, however, a privilege.

Sadly there are rare occasions where visitors do not behave as we would like. All schools have been encouraged to consider what to do in the situation where unsatisfactory behaviour arises on their premises. This policy has been drawn up using the "Legal Toolkit for Schools" guidance from the DfE. Please also see our Code of Conduct for Parents which details the sort of behaviour we expect.

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.

There will be a zero tolerance of violence, threatening behaviour and disorderly conduct, including abuse 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.

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 off school premises.

Action to be taken if an incident occurs

If an incident involving threatening behaviour or abuse does occur then an incident report form will be completed by the member of the school community against whom the abuse was directed. In the case of this being a pupil a member of staff may complete the form on their behalf. **(See Incident Report Form attached)**

Step 1 - Verbal warning

The headteacher will speak to the person or persons perpetrating such an incident privately. 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 this will be done by the Chair of Governors (or other appointed independent governor, if the Chair is involved in the incident in any way) 2

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 this will be done by the Chair or other appointed governor.

NB: Any incidents of violent conduct would immediately proceed to step 5.

At any stage, the school may report serious incidents of abusive and threatening behaviour to the Local Authority. The school has a statutory responsibility to report any racist or discriminatory incidents to the Local Authority (See Equality Policy). Any act of actual or threatened violence will be referred to the police immediately.

Step 3 - Final written warning

If a third incident occurs involving the same person or persons, the Chair or other appointed independent governor, will write to the adult(s) giving a final warning that this abusive and threatening behaviour is unacceptable, and that a repetition of this conduct will leave the governors no option but to take further action.

Step 4 - Governors' Ban Letter

If such an incident recurs, or if an initial incident is considered serious enough by the headteacher, 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.

Step 5 - Involvement of the police

If following a decision to ban a person from the school premises, that person nevertheless persists in entering school premises and is displaying unreasonable behaviour, 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.

All parents, even if excluded from school premises, have a right to seek an appointment to speak to school staff about their child's educational progress.

Other members of the public have no right of access to the school premises. In the case of an incident involving another member of the public steps 1 and 2 as above will be followed. At step 3 the headteacher will write again and at step 4 the headteacher will send the banning letter.

September 2019



The Mosley Academy
ABUSIVE OR THREATENING BEHAVIOUR - INCIDENT REPORT FORM

Date of incident:

Day of the week:

Time:

1. Member of staff reporting incident

Name:

Position:

2. Details of person assaulted / verbally abused

Name:

Job / Position (if member of staff):

3. Details of trespasser / assailant / verbal abuser (if known)

4. Witness(es) if any

Name:

Address:

Age (approx):

Sex:

Other information / relationship between member of staff / abuser if any

5/ Details of incident

Location of incident:

Outcome (see policy) : Step

Has abuser been involved in any previous incidents?

Name and contact details of any police officer involved / incident number:

Signed: _____

Date: _____

Please return to the headteacher as soon as possible.



The Mosley Academy Code of Conduct: Parents/Carers and other visitors to school



At The Mosley Academy we are extremely fortunate to have very supportive and friendly parents without which we would not be able to function so successfully. Educating children is a process that relies on partnership between parents, class teachers, staff and the school community. It is important that children see everyone working together to help them understand how to work in the future. Therefore we will always welcome parents and carers into school.

However, we expect every parent and visitor to respect the school, staff, pupils and other parents at all times. This policy is to remind everyone about how we expect them to behave in and around the school.

Guidance

We expect parents, carers and visitors to:

- respect the ethos of our school;
- always respect the school staff and support the things that have been done to help your child learn;
- set a good example by behaving well and not using disrespectful or bad language;
- make sure you ask the school for their view of any issues or incidents so that you can see if it is the same as your child's view before you take things further;
- make sure your child is behaving so that things don't get out of hand;
- ask the school for help if you don't understand something or want to know more detail;

In order to have a peaceful, safe and happy school environment, parents, carers and visitors must not:

- question the professionalism of staff either directly or by refusing to accept the judgments of teachers;
- attempt to bully staff to cause upset or for own gain;
- threaten staff either directly or through actions;
- disrupt classes or any area of the school;
- question decisions made by the school in front of children or other parents, or on social networking;
- shout at staff or other parents, use rude language, swear or show temper;
- threaten to, or hit/push a member of the school staff, other parents or carers;
- damage or destroy school property;
- criticise the school, staff, pupils or other parents on the school premises, at social events or on social networking sites;
- send abusive or threatening emails or make abusive or threatening phone calls;
- physically punish your child;
- go up to another child to ask them, or tell them off, about something that may have happened with your child. This may be seen as an assault;
- smoke or drink alcohol (not at a school event) or have taken other drugs whilst on school premises;
- allow your child to damage school property.

If parents, carers or visitors do not accept our guidance the school may need to contact other authorities and possibly ban offenders from being on school grounds.

We know that parents, carers and visitors will be very happy to help us provide a safe and happy school and we thank you for your support.

Reviewed June 2019.