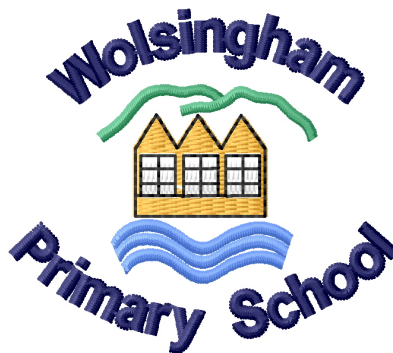


Wolsingham Primary School



Respect Policy

Date written: (March 2023)

Date agreed and ratified by Governing Body: (March 2023)

Date of next review: (April 2029)

Headteacher: S. Kitching

Chair of Governors: L. Clark

Rationale:

At Wolsingham Primary School we believe staff, parents and children are entitled to a safe and protective environment in which to learn and work. We strive to ensure that our school offers a warm and nurturing environment. All members of the school community and visitors should demonstrate mutual respect. To work and grow together we use restorative approaches as the foundation of our practice. Any behaviour that may lead to feelings of harassment, alarm or distress to members of our community, will not be tolerated and action will be taken.

The purpose of this policy is to provide a reminder to all parents, carers and visitors to our school about the expected conduct. This is so we can continue to flourish, progress and achieve in an atmosphere of mutual understanding.

Aims:

- To facilitate a whole school community ethos of respect
- To promote dignity in the work place for our staff
- To promote resilience through restorative approaches

Expectations:

- That all adults (staff, governors, parents, carers and volunteers) 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 one - staff, governors, parents, carers, volunteers or children be subjected to abusive behaviour or any form of threats from visitors on the school premises.
- That physical attacks and threatening behaviour, abusive or insulting language verbal or written (including on social media), to staff, governors, parents, carers, volunteers, children and other users of the school premises will not be tolerated and may result in a ban from school premises and/or Police action.

Access to school grounds:

School premises are private property and therefore schools can decide who may access the grounds. Parents and carers by their connection to the school have been granted permission to be on school premises. The public has no automatic right of entry onto school premises. All visitors must seek permission to be on school premises by appointment.

It is an offence under section 576 Education Act 1996 for any person (including a parent) to cause a nuisance or disturbance on school premises such as trespass, public disorder and criminal damage. If an individual displays or engages in concerning, threatening or abusive behaviours towards staff, pupils or other parents, school may seek to ban those individuals from entering school grounds or premises.

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
- Speaking in an aggressive/threatening tone
- Physically intimidating, e.g. standing very close
- The use of aggressive hand gestures/exaggerated movements
- Physical threats
- Shaking or holding a fist towards another person
- Swearing and name calling
- Pushing
- Slapping, punching, hitting or kicking
- Racist, homophobic or other hateful behaviours
- Sexist comments or sexual innuendo
- Disrespecting religion or belief
- Inappropriate posting on Social Networking sites which could bring the school into disrepute or be deemed as bullying or a hate related comment

If parents have any concerns about their child in relation to the school as we have said above they should:

1. Initially contact the class teacher by making an appointment through the office to talk either by telephone or through a face to face meeting at a mutually agreeable time.
2. If the concern remains they should contact the Headteacher by making an appointment through the office to talk either by telephone or through a face to face meeting at a mutually agreeable time.
3. If still unresolved, the school governors through the complaints procedure.

Inappropriate use of Social Networking Sites:

Most people take part in online activities and social media. It's fun, interesting and keeps us connected. Within these spaces however we ask that you use common sense when discussing school life online.

We take very seriously inappropriate use of social media by a parent to publicly humiliate or criticise another parent, member of staff or child. The school will also expect that any parent/carer or student removes such comments immediately. In serious cases the school will also consider its legal options to deal with any such misuse of social networking and other sites. Additionally, and perhaps more importantly is the issue of cyber bullying and the use by one child or a parent to publicly humiliate another by inappropriate social network entry. The Governors and Senior Leaders at Wolsingham Primary School consider such use of social media in this way as unacceptable and we believe that this can never be in the best interest of the children or the broader school community.

‘Think before you post’ We ask that social media, whether public or private, should not be used to fuel campaigns and voice complaints against the school, school staff, parents or children.

Online activity which we consider inappropriate:

- Identifying or posting images/videos of children without permission
- Abusive or personal comments about staff, governors, children or other parents
- Bringing the school in disrepute
- Posting defamatory or libellous comments
- Emails circulated or sent directly with abusive or personal comments about staff or children
- Using social media to publicly challenge school policies or discuss issues about individual children or members of staff
- Threatening behaviour, such as verbally intimidating staff, or using bad language
- Breaching school security procedures

In serious cases the school and the Local Authority will also consider its legal options to deal with any such misuse of social networking and other sites. This extends to any other defamatory or libellous behaviours.

Cyberbullying is the use of technology to harass, threaten, embarrass, or target another person. By definition, it occurs among young people. When an adult is involved, it may meet the definition of cyber-harassment or cyberstalking, a crime that can have legal consequences. This will be dealt with as a serious incident of school bullying and/or a matter for the Police. 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.

Responsibilities:

It is the responsibility of the Head teacher and Governors to monitor and review this policy every three years.

Appendix 1

Procedure to address inappropriate behaviour by adults in our school community

At Wolsingham Primary School we operate a 'zero tolerance' of the use of inappropriate behaviour anywhere on the school site or via social media.

****Inappropriate behaviour means disrespectful conduct towards people or property within the school site or via social media.**

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;
- That no members of staff, parents or children are the victims of abusive behaviour or threats from other adults on the school premises or via social media.

All staff and governors agree that any adult found to be using inappropriate behaviour towards other adults or children should be dealt with using the following steps:

An adult approaches a child in an inappropriate manner	The adult will be spoken to immediately and the issue investigated by a school leader. This will be reported to the Headteacher and recorded. The adult will receive a warning letter.
A parent/adult approaches another parent in an inappropriate manner	The parent should report this to a member of staff or a school leader. The offending parent/s will be spoken to as soon as possible after the incident and reminded that we have a zero tolerance of inappropriate behaviour. A letter will be given to the parent/s. This warns a parent that if there is a reoccurrence of such behaviour, that the school will seek they be banned from the school site under section 547 of the Education Act 1996.
A parent/adult approaches a member of staff in an inappropriate manner	This should be reported immediately to a member of the Senior Leadership Team. This will be investigated as soon as possible and the member of staff will be informed of the action taken. The parent/adult will be spoken to and given a warning letter. This warns a parent/s that if there is a reoccurrence of such behaviour, that the school will seek they be banned from the school site under section 547 of the Education Act 1996.
Recurring inappropriate behaviour	If a parent/s (or other adult) continues to use inappropriate behaviour, this can lead to interventions with the Headteacher and Governors. This can then lead to a ban from the school site under section 547 of the Education Act 1996. School may also consult with the Police and Local Authority at any time for further advice and support.