

St Joseph's Catholic Primary School

Inspiring everyone to **REACH** through Faith, Hope, Love

At St Joseph's, we strive for academic excellence through encouraging resilience, empathy, aspiration and challenge. We have high expectations for ALL so that we can be 'The best we can be.' With Faith, Hope and Love at the heart of our school family, our children feel safe, secure and supported.



Managing Abusive, Threatening or Unreasonable Behaviour (Visitors)

St Joseph's is committed to Safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment

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Approved by FGB: 24th June 2020
Review Date: 23rd June 2023 (every 3 years)
Other relevant policies:

Rationale

At St. Joseph's Catholic Primary School, we aim to promote agreed standards of behaviour and self-control where individuals respect themselves and others. We expect the highest standards of behaviour and believe that appropriate behaviour provides a foundation for the establishment of a secure, happy environment for all members of the school and wider community.

We recognise the notion of good behaviour is based upon the teachings of Christ, especially where the treatment of others is concerned. It is held as a central truth, that if we believe that Jesus would be unhappy with actions or treatment of others, then they are unacceptable.

It is the task of the staff, governors and parents to be models of this Christian living.

All members of the school community have a right to expect that their school is a safe place in which to work and learn. Abuse, threatening behaviour or violence against school staff, or other members of the school community is unacceptable and will not be tolerated. Any incident will be treated seriously and a disruptive visitor may be banned from entering the school or even prosecuted.

Abuse, threatening or unreasonable behaviour or violence are not considered to be an acceptable part of any job, nor is it part of the duties of any employee to accept such behaviour.

Throughout this document where the term 'visitor' is used it covers any non-staff member, including, but not limited to, parent, volunteers, contractors and members of the general public, and is not confined to adults.

The Governing Body of St Joseph's Catholic Primary School is committed to reducing the risks of its school staff from acts of violence, aggression or threatening behaviour by:

- Demonstrating to staff that the potential for violence at work is recognised
- Issuing clear procedures/guidelines, which include preventative and protective measures
- Providing adequate training to staff who may be subject to violence or abuse to develop their ability to anticipate such incidents and deal with them
- Providing appropriate equipment where applicable
- Clarifying violent incident reporting and monitoring procedures
- Encouraging proper reporting of incidents and near misses and ensuring that school staff do not avoid reporting violent incidents in the belief that an assault may suggest a failure on the part of the member of staff concerned
- Supporting staff who have been subject to violent, threatening or abusive behaviour and offering counselling where appropriate
- Allocating adequate resources to support this Policy
- Reviewing this Policy statement and procedures and guidelines regularly.

Types of violence

In identifying types of violence, the governing body recognises that staff can be intimidated or threatened by a variety of circumstances, including persistent challenges to a member of staff's professional capability, not simply physical assault. Examples include:

- Kicking
- Biting
- Punching
- Poking or pushing
- Spitting
- Scratching
- Head butting
- Tripping
- Actions that restrict movement
- Unwanted physical contact which results in no injury
- Use of weapons
- Use of missiles
- Swearing
- Other verbal or written abuse which causes personal offence or distress
- Sexual, racial or other harassment
- Bullying
- Intimidation, such as persistent harassment
- Damage to personal property
- Abusive telephone calls, letters, faxes, emails, website entries
- Other aggressive behaviour
- Shouting
- Posturing
- Gestures
- Insults
- Innuendo
- Unreasonable demands or blackmail

- Deliberate silence

Unreasonable behaviour

Unreasonable behaviour can be defined as:

Behaviour that a reasonable person, **having** regard to all the circumstances, would expect to victimise, humiliate, undermine or threaten another person. Examples include (but are not limited to):

- Bullying
- Verbal or written abuse which causes personal offence or distress
- Shouting
- Gestures
- Excessive or repetitive correspondence
- Subjective accusations/claims/statements online or distributed through any social media channel
- Repetitive or excessive communication
- Vexatious accusations against any staff member

Where it is identified that a visitor to the school has behaved unreasonably, as deemed appropriate by the headteacher, the visitor to the site may be asked to leave the premises immediately, banned (as explained below) or in the case of a serious threatening incident, the police may be called to remove them from the site.

Banning a visitor from the school

The school reserves the right to impose a temporary or permanent ban from the school premises on any visitor who has demonstrated aggressive or abusive behaviour towards any member of staff, student, visitor or volunteer at the school. This decision shall be made by the Headteacher in consultation with the Chair of Governors and the length of any ban shall be proportionate to the nature and circumstances of the incident. In the case of a parent/carer, prior to a ban being imposed (except in urgent situations), the Headteacher/Chair of Governors shall write to the individual indicating that a ban from the premises is being considered, stating the reasons for this and the date by which any written representations by the individual should be received by the school before the decision is made. In urgent situations, the Headteacher may impose an immediate temporary ban in writing and provide the parent/carer the opportunity to make written representations prior to formalising any extension to the ban.

Where the decision to impose a ban is made, notification of the ban shall be in writing and shall clearly state:

- The reason for the ban being imposed
- The date of commencement of the ban
- A date by which any written representations by the individual should be received by the School

- A date for review of the ban and how this will be arranged (including any reparation that may be required by the School, e.g. a written apology)
- Provision to be made (if a parent or carer) for access to their child during the school day, e.g. should an emergency occur and the process to be followed should the parent/carer wish to contact the school or need to attend meetings at the School.
- What action will be taken to remove the individual from the premises should the ban be breached*

The banned individual will be invited to make written representations and to attend a review meeting (accompanied by a friend or relative if required) with the Headteacher and/or a panel of governors/police representative (this may take place away from the school site if appropriate). The Panel will review the ban and consider whether to lift it, make it permanent or continue it for a specified period.

The Headteacher may remove the ban at any time prior to the review date if appropriate resolution has been achieved.

Any ban imposed will not prevent or affect the outcome of the school's investigation to any complaints raised by the individual concerned. These will be handled as per the School's Complaints Policy.

Equal Opportunities Statement

This policy applies to all and does not unlawfully discriminate because of the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation.