



# **HURSTHEAD INFANT SCHOOL**

## **RESPECT POLICY**

Reviewed:	Spring 24
Date of next review:	Spring 25

**This policy has been endorsed by NAHT, NASUWT, NEU, Govas, Unison, GMB**

### **1.0 Rationale:**

At Hursthead Infant 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 treat each other and be treated with respect. To work and grow respectfully 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. This policy outlines our expectations of all adults- staff and visitors (including families)

### **2.0 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

### **3.0 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 threat 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.

### **4.0 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. This can be rescinded if action or behaviour warrants such response. Under section 576 Education Act 1976, "parent" includes a child's natural parents, anyone with Parental Responsibility for the child or anyone who is caring for a child. The public has no automatic right of entry onto

school premises. All visitors must seek permission to be on school premises by appointment.

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.

It is an offence under section 547 of the Education Act 1996 for any person (including a parent) to cause a nuisance or disturbance on school premises, such as trespass, public order and criminal damage.

Under **section 547**, school staff have a right to make a report to the Police and request their assistance under such circumstances.

Should parents or carers be banned, the responsibility to make alternative arrangements for bringing children to school is that of the parent/carer.

### **5.0 Unacceptable behaviour:**

The following are the 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 or threatening tone
- Using offensive or aggressive language in emails or texts
- Physically intimidating e.g standing very close
- The use of aggressive hand gestures/exaggerated movements
- Shaking or holding fist against another person
- Physical threats
- Making physical threats, including spitting
- Pushing, slapping, punching, hitting, kicking
- Throwing objects with an intention to harm
- Swearing or name calling
- Racist, homophobic or other hateful behaviours
- Any form of sexual harassment or bullying
- Any form of behaviour that undermines another's religion or belief
- Inappropriate posting on social media which could bring the school into disrepute and may be defamatory against an individual or group
- Inappropriate posting on social networking channels, which could bring the school into disrepute or may be damaging to individuals

Please note that inappropriate on-line behaviour may constitute discrimination and hate crimes, such as:

- sexist bullying
- racist and faith-targeted bullying
- homophobic or biphobic bullying
- transphobic bullying
- bullying in relation to a disability.

These will not be tolerated in any form.

Please note that any behaviours that demonstrate bullying or harassment to anyone in respect of one or more of the 9 protected characteristics, as identified in the Equality Act, will not be tolerated.

The following characteristics are protected characteristics

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

### **Inappropriate use of Social Networking Sites:**

Hursthead Infant School has a comprehensive social media use policy which all staff, governors and volunteers must adhere to.

Social media websites are being used increasingly to fuel campaigns and complaints against schools, Headteachers, school staff, and in some cases, other parents/pupils.

The Governors and Senior Leaders at Hursthead Infant 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.

Any concerns you may have must be made through the appropriate channels by speaking to the class teacher, Senior Leader, the Headteacher or the Chair of Governors, so they can be dealt with fairly, appropriately and effectively for all concerned. Please note, discussions about individual children can only be held with those who have [parental responsibility](#) and/or in line with [General Data Protection Regulation](#).

In the event that any pupil or parent/carer of a child/ren being educated in our school is found to be posting libellous or defamatory comments on Facebook or other social

network sites, they will be reported to the appropriate 'report abuse' section of the network site. School will also request that the individual responsible removes the offensive content immediately.

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.

### **Process used to address inappropriate behaviour by adults in our school community**

At Hursthead Infant School we operate a '**zero tolerance**' regarding 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	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	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.

<p>A parent/adult approaches a member of staff</p>	<p>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.</p>
<p>Recurring inappropriate behaviour</p>	<p>If a parent/s (or other adult) continues to use inappropriate behaviour, they will be reminded and referred to the Policy for Parental Behaviour. This indicates how anti-social behaviour, when not corrected, can lead to interventions with the Headteacher and Governors.</p> <p>This can then lead to a ban from the school site under section 547 of the Education Act 1996.</p> <p>School may also consult with the Police and Local Authority at any time for further advice and support.</p>

### **6.0 Responsibilities:**

It is the responsibility of the Head teacher and Governors to monitor and review this policy annually.