



BRETHERTON ENDOWED CE PRIMARY SCHOOL
Adult Conduct and Positive Relationship Policy. (Managing
Aggressive Behaviour) 2023

Walking in the footsteps of Jesus with our Christian family, we learn, grow, achieve and flourish together in God's love.

This policy is for Bretherton Endowed CE Primary School and The Hub, Bretherton Endowed Out of School Provision.

As our mission statement suggest, our school cares about each other and it is with this and our Christian values that we seek to uphold positive and caring relationships with our whole school community. That all members of the school community should be treated with respect and therefore set a good example in their own speech and behaviour .

We feel that the best way to protect children is to teach them to choose healthy relationships based upon modelling what those relationships look like. We ask all adults interacting with children to model positive and healthy relationships.

The Governors of Bretherton Endowed CE Primary school would like to outline the behaviour expected of any adults interacting with our children and each other or who are on our premises. Our adult behaviour code for parents, volunteers and visitors to observe and uphold is a common sense approach to community safety and wellbeing at our school.

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, grow and achieve in an atmosphere of mutual understanding. We expect our school community to uphold our Christian school ethos and through your interactions, communication and actions with others, be a good role model to our/your children.

For all adults, we would expect you to act safely and competently and give priority to children's wellbeing and safety in all your behaviour and decision making. That you conduct yourself in accordance with laws, school policies, and standards relevant to your relationship within the school community. You respect the dignity, cultures, values and beliefs of each member of the 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, on the rare occasions when a negative attitude towards the school or adults within are expressed, this can result in aggression, verbal and or physical abuse towards members of school staff or the wider school community.

The governing body expects and requires its members of staff to 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 without fear of violence and abuse, and the right, in an extreme case, of appropriate self-defence.

Types of behaviour that are considered serious and unacceptable and will not be tolerated in our peaceful, welcoming school are:

- Disruptive behaviour which interferes or threatens to interfere with the operation of a classroom, an employee's office, office area or any other area of the school grounds including team matches.

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- Using loud/or offensive language, swearing, cursing, using profane language or displaying temper.
- Physically intimidating a member of staff, eg standing very close to her/him;
- Threatening to do actual bodily harm to a member of school staff, Governor, visitor, fellow parent/carer or pupil regardless of whether or not the behaviour constitutes a criminal offence.
- Damaging or destroying school property.
- Abusive or threatening e-mails or text/voicemail/phone messages or other written communication
- Defamatory, offensive or derogatory comments regarding the school or any of the pupils/parent/staff, at the school on Facebook or other social sites. (See Appendix 1). Any concerns you may have about the school must be made through the appropriate channels, which includes the school Complaints Procedure.
- Smoking and consumption of alcohol(outside of planned licensed events) or other drugs whilst on school property.
- breaching the school's security procedures.

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

Unacceptable behaviour may result in the local authority and the police being informed of the incident.

What if this happens?

If a parent/carer behaves in an unacceptable way towards a member of the school community, the headteacher or appropriate senior staff must be informed and full details of the incident will be recorded. Accounts from any witnesses will be requested. The school will seek to resolve the situation through discussion and mediation. If necessary, the school's complaints procedures should be followed. It is important in the interest of fairness and transparency that in an allegation of aggression, this can be evidenced or substantiated. Where all procedures have been exhausted, and aggression or intimidation continue, or where there is an extreme act of violence, a parent or carer may be banned by the headteacher from the school premises for a period of time, subject to review.

In imposing a ban the following steps will be taken:

1. The parent/carer will be informed, in writing, that she/he is banned from the premises, subject to review, and what will happen if the ban is breached, eg that police involvement or an injunction application may follow.
2. Where an assault has led to a ban, a statement indicating that the matter has been reported to the local authority and the police will be included.
3. The chair of governors/LA will be informed of the ban
4. Where appropriate, arrangements for pupils being delivered to, and collected from the school gate will be clarified. The local authority itself may take action where behaviour is unacceptable or there are serious breaches of our home-school code of conduct or health and safety legislation.

In implementing this policy, the school will, as appropriate, seek advice from the Local Authority's education, health and safety and legal departments, to ensure fairness and consistency. We would expect that parents would make all persons responsible for dropping off or collecting children aware of this policy.

We trust that parents and carers will assist our school with the implementation of this policy and we thank you for your continuing support.

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This policy will be reviewed: Spring 2025

Approved by Governors: Spring 2023

Signed by Chair of Governors

Date.....

All aspects of our policy intends to comply within the Data Protection (GDPR) legislation.



Headteacher : Mrs Alison Moxham

Chair of Governors : Mrs P Aspden

www.brethertonschool.org.uk