



Aggressive Behaviour Policy

Date Agreed	Jan 2023
Review Date	Dec 2024
Type of Policy	Academy policy

Revision No.	Date Issued	Prepared By	Approved	Comments
I	27 Jan 2023	JP	LGB	

Type of Policy	<i>Tick ✓</i>
DCAT Statutory Policy	
DCAT Non-statutory Policy	
DCAT Model Optional Policy	
Academy Policy	✓
Local Authority Policy	

Our Vision

for our Trust is we exist to:

Help every child achieve their God-given potential

Our aims are clear. We aim to be a Trust in which:

Developing the whole child means pupils achieve and maximise their potential

Continued development of staff is valued and improves education for young people

All schools are improving and perform above national expectations

The distinct Christian identity of each academy develops and is celebrated

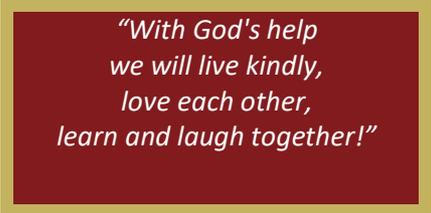
Our work as a Trust is underpinned by shared values. They are taken from the Church of England's vision for Education and guide the work of Trust Centre team. They are:

Aspiration I can do all things through Christ who strengthens me (Philippians 4 vs 13).

Wisdom Listen to advice and accept discipline, and at the end you will be counted among the wise (Proverbs 19 vs 20)

Respect So in everything do to others what you would have them do to you (Matthew 7 vs 12)

Our vision of helping every child achieve their God-given potential is aligned with the Church of England's vision for education and is underpinned by the Bible verse from John: I have come that they may have life, and have it to the full.



*“With God's help
we will live kindly,
love each other,
learn and laugh together!”*

Statement of principles

The Governing Body of The March CE Primary School encourages close links with parents and the community. It believes that pupils benefit when the relationship between home and school is a positive one.

We welcome visitors to our school. We will act to ensure it remains a safe place for pupils, staff and all other members of our community. If a parent/carer has concerns we will always listen to them and seek to address them. Abusive, threatening or violent behaviour by visitors is rare, but will not be tolerated. 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 is 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.

We expect parents and other visitors to behave in a reasonable way towards members of school staff.

This policy outlines the steps that will be taken where behaviour is unacceptable.

Types of behaviour that are considered serious and unacceptable and will not be tolerated:

- shouting at members of the school staff, either in person or over the telephone;
- shouting and aggressive behaviour in front of pupils;
- physically intimidating a member of staff, eg standing very close to her/him;
- the use of aggressive hand gestures;
- threatening behaviour;
- shaking or holding a fist towards another person;
- swearing;
- pushing;
- hitting, eg slapping, punching and kicking;
- spitting;
- breaching the school's security procedures.

This is not an exhaustive list but seeks to provide illustrations of such behaviours. This list also applies to the behaviour of parents towards other parents that is deemed intimidating, aggressive, verbal and physically abusive.

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

If such behaviour occurs we will follow the procedures outlined in the following policy.

In the event of a Parent, Carer or other visitor to the school acting in a verbally or physically threatening manner to children, school staff or visitors, a procedure will be followed to address the situation. If the incident is serious enough the police will be notified and they may wish to take separate action.

1. The first stage of this procedure will be that the Head Teacher and Chair of the Governing Body will write a letter to the person/s involved warning them that any further incidents will result in a ban from the school premises.
2. If a further incident occurs the head teacher will write another letter informing the person/s involved that they are refused permission to enter the school premises for a period of 14 days pending review by the governing body. If they fail to comply with this they will be removed from the premises and if they continue to cause disruption they may be liable to pay a fine. They will also receive a letter from the Chair of the Governing Body stating that the person/s

involved may supply any written evidence or reports stating their view of the incident which the governing body will consider along with testimonies and statements from other affected parties/witnesses.

3. Following this review two courses of action may be taken. (a) Either the withdrawal of permission of entry will be confirmed, and the person/s involved will be banned from entering the school until further notice. In this case they will be given a review date (within 6 months of the confirmation) and also notified that they have the right to appeal to a specially created panel of governors regarding this decision. Or (b) the withdrawal of permission will not be confirmed in which case the Chair of the Governing body will write to the person/s involved explaining that the decision has not been upheld and they are given permission to enter school premises

During all these stages, the person/s involved will be offered the chance to speak with the Head Teacher (with another member of staff present) regarding the incident, and every opportunity will be explored in order to bring the situation to a peaceful conclusion.

If the initial incident is sufficiently serious, the Head Teacher and Chair of Governors have the right to move straight to the second stage of the procedure and implement the withdrawal of permission to enter the premises pending review.

Any person/s refused entry to the premises will be advised that they will still be allowed to drop off and collect their children from school; however they must not proceed further than the school gates.

These procedures will also be followed In the event of abusive, threatening or violent behaviour which relates directly to school matters shown by a member of the school community towards any member

Appendix 1

Incident Report Form

Relevant incidents include trespass, nuisance or disturbance on school premises, verbal abuse, sexual or racial abuse, threats, aggression, physical violence and intentional damage to property.

Where possible, the form should be completed before any discussion between witnesses is possible, as this might lead to allegations of collusion.

This form should be completed as fully as possible please, using a continuation sheet, if necessary. For any incident involving or witnessed by a pupil or parent/carer/visitor, a member of staff should complete the form on their behalf.

The completed form should be passed to the head teacher, for appropriate action and recording.

Date of incident:

Time of incident:

Name of person reporting incident:

Date incident reported:

Member of staff recording incident:

Date incident recorded

Name(s) of person(s) causing incident

Status(es) (parents/carers/visitors/trespassers)

Full description of incident (e.g. names of persons involved; location; nature of any injuries; attendance of emergency services)

Names of any witnesses Statuses

Initial action/outcome (e.g. Informal conciliation; police intervention; warning or banning letter issued)

Summary of subsequent actions taken by the school, including risk assessments

Linked incidents (if any)

Appendix 2

Sample letter

Dear xxxxxxxxxxxxxxxxxxxx

I have received a report about your conduct at the school on:

- *Examples of behaviour*
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I must inform you that the Governing Body and Board of Trustees have both been informed and will not tolerate aggression or intimidation towards members of the school community and will act to protect its staff and students from any form of abuse or intimidation.

I should warn you that any future conduct of this nature could result in the school imposing conditions restricting your access to the school or banning you from contacting or attending the school and events altogether.

This letter serves as a final written warning in accordance with our policy on Managing Aggressive or Violent behaviour. I must inform you that any repetition of such behaviour will lead to an immediate withdrawal of permission for you to enter the school premises.

If you would like to meet to discuss the situation and how it can be avoided in the future please book an appointment with the school office.

Yours sincerely

Mrs Nicky Metcalfe

Head Teacher

cc:

Chair of Governors

CEO Board of Trustees