Arreton CE (Aided) Primary School

Respect Policy

3.20

Policy No:	
Signed Headteacher:	Signed Chair of Governors:
	Gary Vincent
Date: September 2026	Review by: September 2027

Rationale:

At Arreton CE (Aided) Primary School we believe staff, parents and children are entitled to a safe, respectful and inclusive 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 respectively 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.

We use the term 'parents' in this policy to refer to:

- Anyone with parental responsibility for a pupil
- Anyone caring for a child (such as grandparents, foster carers or child-minders)

The term member of staff as referred to in this policy includes:

- Anyone employed by the school
- Anyone training in a professional capacity at the school
- Governors (when acting in this capacity)
- Volunteers at the school (when acting in this capacity)
- Anyone employed through an external agency, who are acting in a professional capacity on the school site

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. This however can be rescinded if action or behaviour warrants such response.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.

Guidelines:

Types of behaviour that are considered serious and unacceptable and will not be tolerated towards any member of the school community:

- Any physical aggression e.g. slapping, hitting, punching and kicking;
- Physically intimidating a member of staff, or pupils e.g., standing very close to her/him;
- The use of aggressive hand gestures including finger pointing towards a member of staff or pupil;
- Spitting at a member of staff or pupil;
- Shaking or holding a fist towards a member of staff or pupil;
- Shouting at members of staff or pupils (either in person on school grounds, over the telephone or over video conferencing);
- Swearing, or using offensive language including derogatory language about a protected group or characteristic as defined by the Equality Act 2010;

- Threatening or offensive comments about a member of staff or pupil of the school; this can include verbally, via texts, emails, social media, etc.;
- Sending abusive messages to a member of staff, including via text, email or social media
- A large volume of emails in respect of the same matter over a short period of time.
- Continuing to raise the same issue despite it having been already addressed by the school.
- Posting defamatory, offensive or derogatory comments about the school, its staff, on social media platforms
- Disrupting, or threatening to disrupt, school operations (including events on the school grounds and sports team matches)
- Breaching or not conforming to the school's security procedures
- Covertly recording phone calls or meetings with a member of staff
- Any other behaviour that is disrespectful, threatening or offensive

This list is not an exhaustive list but seeks to provide illustrations of such behaviour which has no place in our school community.

Inappropriate use of communications:

Arreton CE (Aided) Primary 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 Arreton CE (Aided) 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.

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.

If parents are considering making a formal complaint, the Complaints Policy can be found on our school website. However, stage 1 of our policy suggests that other forms of communication can often help in resolving issues and we encourage parents to use this route. However, this is not compulsory and does not prevent the

use of the complaints policy either straight away or after other forms of communication have been tried.

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 any social network site(s), they will be reported to the appropriate 'report abuse' section of the network site. School/College will also request that the individual responsible removes the offensive content immediately.

In serious cases the School/College 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.

Any communication to the school (email or written) which is considered inappropriate in line with this policy will be taken seriously and will be addressed separately.

Actions the school may take:

1. In the first instance, (if the unacceptable behaviour has occurred on site) the school will ask the parent to desist and/or leave the site. If the behaviour is of a serious nature, then the police will be contacted.

2. Thereafter the school (Headteacher/Member of School Leadership team) will gather information on allegations of unacceptable behaviour. This may include talking to the parties concerned or others as witnesses to the behaviour.

3. If unacceptable behaviour is considered to have occurred the following actions may be taken by the school, dependent on the severity/gravity of the behaviour:

    - The parent will be told verbally that his / her behaviour is considered to be unacceptable and, if it is not modified, the school will take further action.

    - The parent will be told in writing that his / her behaviour is considered to be unacceptable and, if it is not modified, the school will take further action.
    - Advising the parent that all future meetings with a member of staff will be conducted with a second person present and will be minuted;
    - Putting in place a contact plan to deal with any communication between the individual and school. For example, except in emergencies, communication to

the school must be in writing only to a named individual and the school can set out timescales for school responses

- A warning letter or an immediate ban from the school site;
- Contacting the Police where behaviour is criminal in nature.
- Seek advice from the local authority's legal team regarding further action.

Responsibilities:

The school will always seek to respond to an incident in a proportional way. The final decision for how to respond to the unacceptable behaviour and communication rests with the headteacher and, where necessary, the Governing Body

First draft dated: June 2024
Reviewed and adopted:
September 25
September 26

Appendix 1

Procedure to address inappropriate behaviour by adults in our school community

At Arreton CE (Aided) 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	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.
A parent/adult approaches a member of staff	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, 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. 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.