



St. John's C.E. Primary School

Poplar Street
Heaton Mersey
Stockport SK4 3DG

www.st-johns.stockport.sch.uk

Policy for: Respect (Code of Conduct)

Author	Patrick Rayner
Approved By (Committee / Group)	Full Governing Board
Date Ratified by FGB	Summer Term 2021
Where published / Displayed	School Website / Staff Shared Area
Review Date	Summer Term 2024
Target Audience	Staff, Governors & Parents
Is this a Statutory Document?	No

Rationale

At St. John's C.E. Primary 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 demonstrate mutual respect. To work and grow 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.

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 This however can be rescinded if action or behaviour warrants such response.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 of the Education Act 1996](#), "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:

- Shouting, either in person or over the telephone
- Speaking in an aggressive/threatening tone
- Physically intimidating, e.g. standing very close
- The use of aggressive hand gestures/exaggerated movements
- Physical threats
- Shaking or holding a fist towards another person
- Swearing and name calling
- Pushing
- Slapping, punching, hitting or kicking

- Racist, homophobic or other hateful behaviours
- Sexist comments or sexual innuendo
- Disrespecting religion or belief
- Inappropriate posting on social networking sites which could bring the school into disrepute or be deemed as bullying or a [hate](#) related comment

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

Inappropriate use of social networking sites

St. John's C.E. 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 St. John's C.E. 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](#).

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 media sites, they will be reported to the appropriate 'report abuse' section of the site. The 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 includes 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 cyber-stalking, a crime that can have legal consequences. This will be dealt with as a serious incidence of school bullying and/or may be 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.

Responsibilities

It is the responsibility of the governing board to monitor and review this policy every three years.

Appendix 1

Procedure to address inappropriate behaviour by adults in our school community

At St. John's C. of E. Primary School we operate a 'zero tolerance' 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 that 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	<p>If a parent/s (or other adult) continues to use inappropriate behaviour, they will be reminded or and referred to the Parent and Visitor Behaviour Policy. This indicates how anti-social behaviour, when not corrected, can lead to interventions from the Headteacher and/or 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>



Respect Charter

(Code of Conduct)

At St. John's C.E. Primary 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 demonstrate mutual respect. To feel safe and work together and 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 taken.

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 lead to a ban from school premises and/or police action.

Types of behaviour that are considered serious and unacceptable

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/threatening tone
- ❖ Physically intimidating , e.g. standing very close
- ❖ The use of aggressive hand gestures/exaggerated movements
- ❖ Physical threats
- ❖ Shaking or holding a fist towards another person
- ❖ Swearing and name calling
- ❖ Pushing
- ❖ Slapping, punching, hitting or kicking
- ❖ Racist, homophobic or other hateful behaviours
- ❖ Sexist comments or sexual innuendo
- ❖ Disrespecting religion or belief
- ❖ Inappropriate posting on Social Networking sites which could bring the school into disrepute or be deemed as bullying, harassment or a hate- related comment

The school reserves the right to take any necessary actions to ensure that members of the school community are not subjected to any form of abuse in line with policy and procedure.

Thank you for your understanding and support.