

Staff Protection and Adult Behaviour Policy

**North
Walsham**
High School

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Version No:	1
Version Date:	October 2018
Documents:	NWHS Staff Protection and Adult Behaviour Policy
Date of Approval:	October 2018
Approved by:	NWHS Board of Governors
Date of Review	December 2019

Statement of intent

North Walsham High School understands that good levels of behaviour should be employed by all individuals within the school community and, as a result, the school endeavours to make the environment a place where adults model the behaviour taught to, and expected of, pupils. This policy has been created in order to outline the behaviour expected of adults, including parents/carers, as well as the procedures in place for dealing with any incidents of unacceptable behaviour.

NB. All references to 'adult(s)' in this policy include parents/carers, visitors and volunteers.

1. Legal framework

1.1. This policy has due regard to statutory legislation, including, but not limited to, the following:

- **The Education Act 1996** which states (section 547):
“Any person who without lawful authority is present on premises to which this section applies and causes or permits nuisance or disturbance to the annoyance of persons who lawfully use those premises (whether or not any such persons are present at the time) is guilty of an offence and liable on summary conviction to a fine not exceeding level 2 on the standard scale.
(2) This section applies to premises, including playgrounds, playing fields and other premises for outdoor recreation, of—
(a) any school maintained by a local education authority”.
- **The Public Order Act 1986** which states (Section 4A and 5):
“(1)A person is guilty of an offence if, with intent to cause a person harassment, alarm or distress, he:
(a) uses threatening, abusive or insulting words or behaviour, or disorderly behaviour, or
(b) displays any writing, sign or other visible representation which is threatening, abusive or insulting,
thereby causing that or another person harassment, alarm or distress”.

1.2. This policy also has due regard to guidance, including, but not limited to, the following:

- DfE (2012) 'Advice on school security: Access to, and barring of individuals from, school premises'
- DfE (2016) 'Best Practice Advice for School Complaints Procedures 2016'

2. Access to premises

2.1. It is the responsibility of the school to devise the limitations for access to the premises by adults.

2.2. The school recognises that adults have an implied licence to come on to the school property. The only times adults shall access our premises is:

- At the beginning of the school day.
- At the end of the school day.
- By appointment or invitation.

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- 2.3. As the school is classed as private property, any adult who breaches these access limitations is deemed to be trespassing. Trespassing is a civil offence and may require the school to take legal action if persistent.
- 2.4. Section 547 of The Education Act 1996 makes it clear that it is a criminal offence for a person who is on school premises without lawful authority to cause or permit a nuisance or disturbance; therefore, schools also have the power to take action in these cases.¹
- 2.5. The school may decide that certain behaviour conducted by adults, such as inappropriate language and aggressive or insulting behaviour, could pose a risk to pupils and staff and, as a result, may bar the individual from the property.
- 2.6. The school uses closed circuit video recording (CCTV) and audio recording of telephone calls for security and safeguarding purposes. All visits and calls to the school site may be recorded.

3. Expected behaviour

3.1. The school expects adults to show respect and concern for the school community by:

- Supporting the ethos of the school by setting a good example in their speech and behaviour towards all pupils, staff members and other adults.
- Working with staff members to resolve any issues of concern, including clarifying specific events in order to bring about a positive solution.
- Correcting their child's behaviour appropriately, particularly on the school grounds where it could otherwise lead to conflict, aggressive or unsafe behaviour.
- Respecting the school environment by keeping it clean and tidy.
- Following parking rules, as well as rules for delivering or collecting pupils from school.

3.2. In light of the above, when on the school premises, adults will not:

- Discriminate against any individual, whether a staff member, pupil or another adult, on the basis of their age, race, ethnicity, religion, belief, attainment, disability, gender or background.
- Engage in inappropriate conversations with pupils; adults should raise any concerns about pupils' choice of conversations with them to the headteacher immediately.
- Engage in inappropriate conversations with other adults about pupils, staff members or other adults within the school community.
- Discuss any issues of a confidential matter with anyone whom it does not concern.

¹ DfE (2012) 'Advice on school security: Access to, and barring of individuals from, school premises', p.3

4. Inappropriate behaviour

4.1. The school takes instances of inappropriate behaviour very seriously and will not tolerate any circumstances that may make pupils or members of staff feel threatened. A perceived threat, or any action which makes another individual feel threatened, can be enough for the school to request the local authority to bar the adult from the premises.

4.2. If inappropriate behaviour has taken place or is threatened then the school will deploy a range of controls, restrictions and sanctions to prevent inappropriate behaviour. The measures may include but are not limited to: barring from the school premises, using voice and video recording of all interactions with staff, requiring that all access to the school site is by appointment, requiring that members of staff do not attend meetings alone, seeking legal injunctions to prevent harassment, taking further legal action.

4.3. The following are examples of inappropriate behaviour which may result in sanctions being issued against the individual:

- Verbal abuse: swearing, talking in an aggressive manner, using offensive language or raising their voice at another individual
- Making racist or sexual comments
- Using aggressive hand gestures: raising fists and fingers
- Physical violence: hitting, slapping, punching, kicking and pushing
- Physically intimidating an individual such as by standing in very close proximity to him/her
- Partaking in overly unnecessary physical contact with an individual
- Writing or emailing abusive comments regarding an individual, including on social media
- Psychological harassment: displaying vexatious behaviour which is humiliating for the individual and is damaging to their self-esteem. This can be conducted through repeated instances of any of the above
- Trespassing on school property without prior permission
- Causing intentional damage to school property
- Breaching the school's security procedures

NB. This list is not exhaustive and displays only common examples of unacceptable behaviour. The school recognises there may be other examples of insulting behaviour which cause harm to an individual and these will be dealt with following the process outlined in this policy.

5. Social media use

5.1. Adults will not attempt to "friend" or otherwise contact members of staff through social media. If such contact is made, it will be reported to the headteacher for action.

5.2. Adults will not post content online which is damaging to any of the members of the school community, including staff, pupils, other adults and the school itself.

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- 5.3. Adults will not post anonymously or under an alias to evade the guidance given in this policy.
- 5.4. Any cases of social media use that breach the guidelines of this policy will be reported to the headteacher immediately.
- 5.5. The school will report the individual using the appropriate 'report abuse' section on the specific social media site, and will arrange a meeting with the individual concerned to discuss their use of social media.
- 5.6. The individual will be advised to remove any posts or comments that are harmful, immediately.
- 5.7. The school may contact the police and/or local authority for legal action where necessary.

6. Preventing inappropriate behaviour

- 6.1. The school understands that there are certain measures which can be taken to significantly reduce the potential harm to members of staff and pupils.
- 6.2. The headteacher will conduct a risk assessment involving evaluating the possible harm to others from abusive or violent visitors, and providing effective control measures.
- 6.3. All members of staff will undergo personal safety training on a regular basis in order for them to be able to:
 - Recognise conflict before it leads to aggression.
 - Effectively manage and diffuse aggressive behaviour.
 - Recognise verbal and non-verbal indicators which may lead to aggression.
 - Develop their confidence in managing conflict and the resulting stress.
 - Minimise the risk of an individual experiencing harm due to aggression.
 - Take appropriate measures to ensure their own online safety.

7. Managing inappropriate behaviour

- 7.1. In the instance of inappropriate behaviour, the school will follow a number of procedures, depending on the severity of the situation.
- 7.2. In the first instance, the adult who is creating a nuisance or disturbance will be asked to leave the premises or will be invited into a separate room to calm down.
- 7.3. If the adult has been previously barred from the premises, or has exceeded their implied licence and is causing a disturbance, the school will contact the police in order for the individual to be removed from the premises.
- 7.4. The school will also contact the police in the event of any serious violence and assault or threat of assault, and in the event of any actual harm caused to an individual or any property damage.

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- 7.5. Instances of inappropriate behaviour will be recorded in writing by all members of staff involved using a school recording sheet and will be given to the headteacher.
- 7.6. The school leadership, headteacher or governors will invite the individual to attend a meeting to discuss their inappropriate behaviour, and explain that further disturbance or inappropriate behaviour may result in the individual being barred from the premises or further sanctions applied.
- 7.7. If disturbance or inappropriate behaviour continues after meeting with the school leadership, or where there is a one-off extreme case of violence, the school has the power to bar the individual from entering the school property for a limited time, subject to review. (DfE guidance, p.4)
- 7.8. Prior to barring an individual, the following process will be adhered to:
- The headteacher will warn the individual in writing, explaining why the incident was unacceptable, informing them that the governing body and LA will consider barring them and when this decision will be made.
 - The letter will also give the adult a chance to respond in writing and express their views. If a complaint arises, it will be dealt with in accordance with the school's Complaints Procedure.
 - After receiving the adult's views, the decision will be reviewed by the governing body and LA, and a final decision will be made as to whether the adult will be barred from the premises.
 - Following a bar, the headteacher will send a written letter informing the individual of this and the timescale during which they are prohibited from entering the premises.
 - If a bar has been conducted due to a serious assault, a statement will also be given to the individual indicating that the local council and police have been informed.
 - If necessary, the headteacher will clarify any arrangements for collecting, or delivering pupils to, the school gates. This will be communicated clearly to the individual.
 - All bars will be reviewed by the headteacher, governing body and LA on a termly basis, and will take into account any subsequent patterns of behaviour.
 - If the school decides to allow the adult back on to the premises, the individual will be informed of this in writing.
 - Any adults wishing to complain about being barred can do so by letter or email to the headteacher or governing body, following the school's Complaints Procedure.
 - If an adult wishes to lodge a further appeal, complaints cannot be escalated to the DfE; the only remaining avenue of appeal is through the Courts and, therefore, independent legal advice must be sought.²
- 7.9. The school understands that parents/carers retain the right to an annual consultation about the educational progress of their child(ren); however, the headteacher will decide who will be present at this meeting and determine its location.

² DfE (2016) 'Best Practice Advice for School Complaints Procedures 2016', p.14

8. Monitoring and review

- 8.1. The Headteacher will review this policy on an annual basis and make any changes necessary.
- 8.2. All adults may be provided with a copy of this policy upon their attendance at the school, and will be required to familiarise themselves with the procedures and guidelines outlined.