

Castle Hill Primary School Staff Protection Policy



Last reviewed: September 2023

Next review due: September 2024

Reviewed by: Headteacher

Approved by: Full Governing Board

Su Broadhurst

Review frequency: Annually

As a general rule, our school is orderly and a safe place, where relationships between staff and visitors, especially parents, demonstrate mutual respect and recognition of shared responsibility for pupils' welfare and educational progress. Parental involvement is an important factor in educational success and in dealing with emerging problems at an early stage.

However, the behaviour of even a few parents can cause severe disruption or worse, result in abusive or aggressive behaviour towards staff.

1. Violence, threatening behaviour and abuse against school staff will not be tolerated. All members of the school community have a right to expect that their school is a safe place in which to work and learn. There is no place for violence, threatening behaviour or abuse in schools.
2. Cyberbullying can also be very damaging to school life.

The definition of cyberbullying is 'the use of electronic forms of communication such as email and social networking to make comments that may be construed as being abusive, derogatory or offensive towards members of the school community.'

Cyberbullying may consist of threats, harassment, embarrassment, humiliation, defamation or impersonation. School staff can be targeted as well as pupils, and cyberbullying can adversely affect their well being and the important contribution that they make to their school community. Every individual has a right to be respected at their place of work and bullying of any kind is also a violation of that right.

Actions to deal with threats to the safety of staff (1 and 2)

- School Governors, Head Teachers and Senior Management are familiar with the Government's Safe to Learn Cyberbullying guidance.
https://assets.publishing.service.gov.uk/media/62611456e90e07168ad2b1ea/Cyberbullying_Advice_for_Headteachers_and_School_Staff_121114.pdf
- The whole school community will be invited to sign a home school agreement that stipulates clearly what is meant by cyberbullying, its potential impact and why it is unacceptable. This is in addition to what is acceptable behaviour to adhere to on school premises so that there is a feeling of mutual respect.
- The School Health and Safety Policy makes reference to the potential risks to the children's safety.

- All Staff can seek support from their Governing Body as well as their teaching union.

The Governing Body have a duty of care to protect school staff from

1. threatening or abusive behaviour

and

2. cyberbullying

School Employees should expect:

- All incidents that they report are recorded.
- Appropriate personal support will be provided.
- The governors will approach third party agencies on their behalf in order to request that inappropriate behaviour is unacceptable /inappropriate material is removed from websites, where this is possible.
- Where appropriate, the Governors will contact the police or their local authority designated officer.

Where a member of the school community is responsible, the following steps will be taken:

The Governors will deliver appropriate and consistent sanctions. These might include:-

- A letter to the member of the community acknowledging the incident and reminding them what it is unacceptable behaviour - whether abusive or aggressive on school grounds or cyberbullying.
- A letter, warning of follow up action if necessary - i.e. whether they should be refused entry to the school premises. A parent of a child attending our school normally has implied permission to be on the school premises at certain times and for certain purposes. However, if the behaviour is unreasonable this permission may be withdrawn. A Head Teacher has the right to decide who can come onto school premises but the letters should be sent by the Governors.
- A letter making it an offence to enter onto school premises to cause or permit a nuisance or for continued cyberbullying, should be sent by post - Section 547 Education Act 1996. The Local Authority will be contacted and the police notified.
- A person who nonetheless persists in entering the school premises and displaying unreasonable behaviour may be removed and prosecuted under Section 547.
- Schools should clarify who has been authorised to remove anyone causing a disturbance, and they should ensure the appropriate training.
- As a last resort, if the safety of our children is felt to have been put in danger by the

actions of a member of the community, it is felt appropriate that the individual should be advised to find an alternative school for their child. We can only educate our children when there is a feeling of mutual respect.