ST GREGORY'S CATHOLIC PRIMARY SCHOOL

Respectful Conduct and Positive Relationships Policy

Policy Information

Policy Title	Respectful Conduct and Positive Relationships Policy
School	St Gregory's Catholic Primary School
Policy Owner	Headteacher, Mr D Darbyshire
Approved By	Governing Body
Review Cycle	Annual
Review Date	September 2026
Next Review Date	September 2027

"In the joy of the Gospel we will work together to be Kind, Fair and Honest and become the people Jesus calls us to be"

1. Purpose of this Policy

At St Gregory's Catholic Primary School, we believe that every person should be treated with dignity, compassion and respect. Our school is built upon the Gospel values of kindness, fairness and honesty, and we are committed to fostering positive relationships between home, school, parish and the wider community.

This policy promotes respectful interactions and outlines the standards of conduct expected from all parents, carers, visitors and members of the school community. It also provides a framework for addressing instances of unacceptable behaviour that may impact the wellbeing, safety or effectiveness of our school environment.

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2. Catholic Ethos and Values

As a Catholic school, we seek to embody the teachings of Jesus Christ in all that we do. Our school motto:

Be Kind • Be Fair • Be Honest

guides our approach to relationships and conduct.

We expect all members of our community to:

- Show kindness, compassion and understanding.
- Act fairly and respectfully towards others.
- Communicate honestly and constructively.
- Support the positive partnership between home and school.
- Promote the wellbeing and dignity of every individual.

These values underpin all interactions between parents, carers, visitors, staff, governors and pupils.

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3. Scope

This policy applies to:

- Parents and carers.
- Family members collecting or accompanying pupils.
- Visitors to the school site.
- Volunteers.
- Contractors and external agencies.
- Members of the public interacting with the school.

The policy applies to conduct occurring:

- On school premises.
- During educational visits and residentials.
- At school performances, events and celebrations.
- Via telephone conversations.
- Through emails or written correspondence.
- Through social media platforms.
- During virtual or online meetings.

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4. Expectations

We ask all adults associated with St Gregory's Catholic Primary School to:

- Treat staff, pupils and other adults with courtesy and respect.
- Communicate concerns calmly and appropriately.
- Follow school procedures and policies.
- Respect professional decisions made in the best interests of children.
- Work collaboratively with school staff to resolve concerns.
- Demonstrate patience, understanding and mutual respect.
- Support the school's Catholic ethos and values.

We recognise that parents and carers may sometimes feel anxious or concerned regarding matters involving their child. We are committed to listening, responding professionally and working in partnership to achieve positive outcomes.

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5. Unacceptable Conduct

The following behaviours are considered unacceptable and will not be tolerated.

Aggressive or Abusive Behaviour

This includes:

- Verbal abuse.
- Offensive or discriminatory language.
- Shouting or intimidation.
- Threatening behaviour.
- Harassment.
- Physical aggression.
- Damage to school property.
- Recording staff or pupils without permission.

Unreasonable Communication

This includes:

- Excessive emails or telephone calls.
- Repeated communication regarding matters already addressed.
- Contacting multiple staff members simultaneously regarding the same issue.
- Demanding immediate responses.

Misuse of Complaints Procedures

This includes:

- Vexatious or malicious complaints.
- Repeated complaints after all procedures have been exhausted.
- Knowingly providing false information.
- Using complaints processes to harass or intimidate staff.

Inappropriate Online Behaviour

This includes:

- Defamatory or abusive social media comments.
- Sharing confidential or sensitive information.
- Publishing personal information about staff, pupils or families.

- Comments likely to damage the reputation of individuals or the school.

6. Responding to Concerns

The school will always seek to resolve concerns positively and informally wherever possible.

Stage 1: Informal Resolution

The school may:

- Discuss concerns directly with the individual.
- Clarify expectations and standards of conduct.
- Offer opportunities to restore positive communication.

Stage 2: Formal Warning

A written warning may be issued outlining:

- The nature of the concern.
- Expected improvements.
- Timescales for review.
- Potential consequences should behaviour continue.

Stage 3: Communication Restrictions

The school may:

- Require communication in writing only.
- Restrict communication to a nominated member of staff.
- Require appointments before visiting the school.

Stage 4: Further Action

Where behaviour is severe or persistent, the school may:

- Withdraw permission to enter the school site.
- Seek support from the Local Authority.
- Report incidents to the Police.
- Seek legal advice where appropriate.
- Take action under relevant legislation.

Immediate action may be taken where safeguarding concerns or threats to staff, pupils or visitors are identified.

7. Safeguarding and Equality

Nothing within this policy prevents parents, carers or visitors from raising legitimate concerns, making complaints through the appropriate procedures or reporting safeguarding issues.

The school will:

- Apply this policy fairly and consistently.
- Consider individual circumstances.
- Make reasonable adjustments where appropriate.
- Uphold equality and inclusion principles.

The welfare and safety of children will always remain paramount.

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8. Support for Staff

St Gregory's Catholic Primary School is committed to protecting the wellbeing of all staff.

Staff have the right to work in an environment free from:

- Harassment.
- Intimidation.
- Abuse.
- Threatening behaviour.

Support for staff may include:

- Senior Leadership Team guidance and intervention.
- Access to wellbeing support services.
- Human Resources advice.
- Incident reporting procedures.
- Professional support following incidents.

The school will monitor staff wellbeing regularly and provide appropriate support where concerns arise.

9. Monitoring and Review

This policy will be reviewed annually by the Headteacher and Governing Body to ensure that it remains:

- Effective.
- Legally compliant.
- Consistent with the school's Catholic ethos.
- Supportive of positive relationships across the school community.

Conclusion

At St Gregory's Catholic Primary School, we value the strong partnership between home, school and parish. By working together and living out our shared values of:

Be Kind • Be Fair • Be Honest

we can ensure that St Gregory's remains a welcoming, safe and nurturing environment where every child is supported to flourish and achieve their God-given potential.

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Respectful Conduct and Positive Relationships Policy 2026-2027