



Managing Adults' Aggressive Behaviour Policy

Reviewed: January 2022

Next review: January 2024

Policy history:

January 2022	Name change to Managing Adults' Aggressive Behaviour Policy Procedure rewritten to make it clearer	James Bancroft (Principal)
June 2019	Policy written using model from St. Francis' Catholic Primary School	James Bancroft (Principal)

This policy was reviewed by the Local Advisory Board in Term 3, 2021 to 2022



Managing Adults' Aggressive Behaviour Policy

Introduction

Thankfully aggressive behaviour from adults is extremely rare at Church Lane. However, on occasion it does occur, and this policy is intended to encourage anyone involved to reflect on such behaviour, to show support to school staff, to protect school staff from intimidation, to model good behaviour for our pupils, and to promote good relationships.

The school encourages close links between staff members, parents and carers, visitors and members of the community. We believe that pupils benefit when relationships are positive and constructive.

All adults in the school community should behave in a reasonable way towards others. Aggressive behaviour is not tolerated, including verbal or physical abuse towards a staff member or another adult.

When an incident takes place between adults on the school site, the school will intervene the best that it can to de-escalate the situation where safe to do so. and remove the adults from the grounds. It may consider reporting the incident to the Police. The school will not mediate or communicate on behalf of adults who are aggressive towards each other.

Protecting School Staff

The school always requires its staff members to behave professionally.

Every staff member has the right to work without fear of violence and abuse, and the right, in an extreme case, of appropriate self-defence.

We expect adults on the school site to behave in a reasonable way towards each other and always to school staff members.

This policy outlines the steps that will be taken where behaviour is unacceptable.

Types of behaviour that are considered serious and unacceptable and will not be tolerated include (but not limited to):

- Shouting, either in person or over the telephone
- Shouting and aggressive behaviour in front of pupils
- Physical intimidation, e.g. standing too close
- The use of aggressive hand gestures
- Threatening behaviour
- Shaking or holding a fist towards another person
- Swearing
- Pushing
- Hitting, e.g. slapping, punching and kicking
- Spitting
- Breaching the school's security procedures
- Willingly causing damage to school property
- Making threats towards the safety of another adult in writing, including social media and email

Unacceptable behaviour may result in the Trustees of The Learning For Life Partnership and the Police being informed of the incident.



Procedure to be followed

If an adult behaves in an unacceptable way towards a staff member, the staff member should end the conversation and find a colleague to support them. The Principal, or appropriate senior member of staff, may be contacted to resolve and support with the immediate situation.

If an adult is suspected to be under the influence of drugs or alcohol then the school will contact the police.

The member(s) of staff concerned will report to the Principal who will consider the facts of the incident, including any reports from witnesses.

After consulting with the Chair, The LAB may take further action, including:

- In most cases: sending Letter 1 – intended to remind the adult of expected behaviour
- In rare cases: sending Letter 2 – banning the adult from entering the school grounds. The Trustees will be informed.
- In extreme cases: reporting the incident to the Police, and, where appropriate, sending Letter 2. The Trustees will be informed.

In repeat incidents, the LAB may consider sending Letter 2.

Example letters are available on the school website. Letters are personalised according to the nature of the incident.

Aggressive Behaviour from Staff Members

Such incidents may be handled under The Learning For Life Partnership's Staff Disciplinary Policy.

Banning adults from the school grounds

The LAB will make a decision on the length of the ban. For the duration of the ban, parents and carers may bring their child to school and collect them at the end of the day but must not go beyond the school gate.

The LAB can arrange for an adult to be removed from the school grounds and prosecuted under Section 547 of the Education Act 1996. If convicted under this section, the adult is liable for a fine of up to £500.

Complaints Policy

Staff members and adults have the right to use the trust's Complaints Policy. Any appeal against a ban should be carried out using this policy.