



Egerton CP School

Adult Behaviour Policy

Chair of Governors	Steven Skolosdra
Head Teacher	Sam Mitchell
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Policy written by	Sam Mitchell
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Policy Intent Statement

At Egerton, we are ambitious for all children to **LEARN** personal, social and academic skills and knowledge, **ACHIEVE** their potential in all aspects of their lives and **ASPIRE** to bright futures in both their careers and relationships in the modern world we live in.

In order to achieve this, we believe staff, volunteers, trainees, parents/carers and children are entitled to a safe and protective environment in which to work and learn. Behaviour that will cause harassment, alarm or distress to users of the premises is contrary to our mission statement and school aims. All members of our school community (staff, pupils, parents, carers and visitors) should treat each other with respect. This policy sets out the behaviour expected from all adults in our community.

Diversity and Inclusion

Our School intent states ***When children secure a place at our school, we firmly believe that they belong at Egerton, and in belonging here, every child is given the opportunity to succeed.***

Therefore we expect all staff, volunteers, trainee teachers, parents and carers and visitors to:

- treat everyone fairly and without prejudice or discrimination
- understand that all in our community are individuals with individual needs
- respect differences in gender, sexual orientation, culture, race, ethnicity, disability and religious belief systems, and appreciate that everyone brings something valuable and different to the group/organisation
- challenge discrimination and prejudice
- encourage everyone to speak out about attitudes or behaviour that makes them feel uncomfortable.

School Staff, Trainee Teachers and Volunteers

School Staff, Trainee Teachers and Volunteers at Egerton CP School are acting in a position of trust and authority, and they have a duty of care towards the children and young people we work with. They are likely to be seen as a role model by young people and are expected to act appropriately. We expect people who take part in our services to display appropriate behaviour at all times. This includes behaviour that takes place outside our organisation and behaviour that takes place online.

They are responsible for:

- prioritising the welfare of children and young people
- providing a safe environment for children and young people
 - Having due regard for Keeping Children Safe in Education (KCSIE) and taking action when appropriate.
 - ensuring equipment is used safely and for its intended purpose.
- following our principles, policies and procedures

- including our policies and procedures for Safeguarding and Child Protection, HR Whistleblowing, HR Acceptable Internet Use, HR Social Networking, HR Valuing Diversity and HR Code of Conduct.
- staying within the law at all times.
- modelling good behaviour for children and young people to follow
- challenging all inappropriate behaviour and reporting any breaches of the behaviour code to (Sam Mitchell – Head Teacher / Jonathan Mills – Deputy Head Teacher)
- reporting all concerns about abusive behaviour, following our safeguarding and child protection procedures
 - this includes inappropriate behaviour displayed by an adult or child and directed at anybody of any age.

When working with children and young people, you must not:

- allow concerns or allegations to go unreported
- take unnecessary risks
- smoke, consume alcohol or use illegal substances
- develop inappropriate relationships with children and young people
- make inappropriate promises to children and young people
- engage in behaviour that is in any way abusive or including having any form of sexual contact with a child or young person
- let children and young people have your personal contact details (mobile number, email or postal address) or have contact with them via a personal social media account
- act in a way that can be perceived as threatening or intrusive
- patronise or belittle children and young people
- make sarcastic, insensitive, derogatory or sexually suggestive comments or gestures to or in front of children and young people.

Staff, Trainee and Volunteer Dress Code

Egerton CP School recognises that dress and appearance are matters of personal choice and self-expression. However, adults working in school must dress in a manner that is appropriate to a professional environment and role. Adults in schools should ensure

- They dress appropriately for the role being undertaken
- They wear clothing that is not likely to be viewed as revealing, sexually provocative or offensive
- That their attire is free of any political or otherwise offensive or contentious slogans or logos
- That their workwear is not deemed to be discriminatory and is culturally sensitive
- That their outfits do not place them or others at risk and comply with any health and safety requirements
- That any Tattoos that are deemed to be offensive or inappropriate should be covered.
- That any jewellery worn should not pose a health and safety risk.

Parents, Carers and Visitors at Egerton CP School

The governing body of Egerton CP school encourages close links with parents and the community. It believes that pupils benefit when the relationship between home and school is a positive one.

The vast majority of parents, carers and others visiting our school are keen to work with us and are supportive of the school. However, on the rare occasions when a negative attitude towards the school is expressed, this can result in aggression, verbal and or physical abuse towards members of school staff or the wider school community.

The governing body expects and requires its members of staff to behave professionally in these difficult situations and attempt to defuse the situation where possible, seeking the involvement as appropriate of other colleagues. However, all members of staff have the right to work without fear of violence and abuse, and the right, in an extreme case, of appropriate self defence.

Governors have implemented the following policy for Egerton Community Primary School. 'We welcome visitors to our school. We will act to ensure it remains a safe place for pupils, staff and all other members of our community. Please be aware that abusive, threatening or violent behaviour will not be tolerated in this school. Anybody behaving in this way is likely to be removed from the premises and the appropriate authorities informed. Governors have a duty of care to ensure all pupils and staff are safe at all times.'

We expect parents and other visitors to behave in a reasonable way towards members of school staff. 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: This is not an exhaustive list but seeks to provide illustrations of such behaviour. This is not an exhaustive list but seeks to provide illustrations of such behaviours that will not be tolerated:

- Any forms of abusive behaviour under any circumstances including aggression (including passive aggression), intimidation or threatening behaviour
- Intimidation or threats made in writing
- Shouting at school staff, either in person or over the telephone
- Physically intimidating a member of staff, e.g. standing very close to her/him
- The use of aggressive hand gestures including finger pointing
- Undermining school discipline e.g. telling children that they do not have to listen to school staff or follow school rules and policies
- Shaking or holding a fist towards another person
- Swearing at a member of school staff
- Pushing
- Hitting, e.g. slapping, punching and kicking
- Spitting
- Racist or sexist comments
- Threatening or abusive language
- Perceived acts of violence or threats of violence
- Making repeated, unsubstantiated claims against an individual or the school
- Harassment or stalking
- Malicious allegations relating to members of staff
- Malicious allegations or threats via the internet
- Breaking the school's security procedures which include forcing entry into the school against the express wishes of any member of staff and scaling fences and boundaries.

Unacceptable behaviour may result in the local authority and the police being informed of the incident.

Procedure

When a parent or member of the public behaves in an unacceptable way towards a member of the school staff or a visitor/other parent, the Head Teacher or appropriate senior staff will seek to resolve the situation through discussion and mediation. If necessary, the school's complaints procedures should be followed.

Governors will follow the DFE Guidance (2018) 'Controlling Access to School Premises' in determining who can go onto school premises. Parents have an 'implied licence' to come on to school premises at certain time however, if the parent/carer's behaviour is unreasonable, the Head Teacher has the authority to withdraw permission and impose a ban on the parent/carer entering the school site.

Where all other procedures have been exhausted, Egerton CP School reserves the right to bar someone from the premises if they feel that their aggressive, abusive or insulting behaviour or language continues or there is an extreme act of violence that is a risk to staff or pupils. It's enough for a member of staff or a pupil to feel threatened.

Depending on the nature of each individual circumstance Egerton CP School can either:

- bar someone temporarily, until the individual has had the opportunity to formally present their side
- tell someone they intend to bar them and invite them to present their side by a set deadline

After the individual's side has been heard, the school can decide whether to continue with barring them. The decision should be reviewed within a reasonable time, decided by the school.

Instances of inappropriate behaviour will be recorded in writing by all members of staff involved using Incident, Action, Outcome on the CPOMS system.

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.

Conclusion

Egerton Community Primary School will take action where behaviour is unacceptable or serious and breaches the safety of our children, staff and visitors of the school. When implementing this policy, the school will, as appropriate, seek advice from the Local Authority's education, health and safety and legal departments and, if necessary, the Police to ensure fairness and consistency. This policy will be reviewed every two years or in the light of changes to legal requirements.

This policy should be read in conjunction with the following documents and Egerton CP School Policies

- Safeguarding and Child Protection Policy
- Keeping Children Safe in Education (KCSIE)
- Behaviour and Anti-Bullying Policy
- SEND Policy
- Gifts and Hospitality Policy
- ITT Students in School Policy
- HR Code of Conduct
- HR Alcohol and Drug Policy
- Complaints Policy
- HR Valuing Diversity Policy
- HR Disciplinary and Dismissal Policy
- HR Social Networking Policy
- HR Acceptable Use Policy
- HR Whistleblowing Policy
- HR Domestic Violence Policy
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