



Violence and Aggression Policy



WHY?

George Betts Primary Academy encourages close links with parents and the community. We believe that pupils benefit when the relationship between home and school is a positive one. We strive to make our school a place where we model to children the excellent behaviour we teach and expect. We promote respect for all with whom we work, celebrate our differences in a positive manner and place a high importance on good manners and positive communication, founded on mutual respect. We therefore ask and expect that everyone on the school site, including parents, shows the same attitude of respecting others and acting politely and courteously. Children, staff and parents who enter our school have a right to be treated respectfully and therefore, we operate a **zero tolerance** policy towards violence and aggression. This policy outlines the nature of violent and aggressive behaviour and the procedure for dealing with such incidents in our school.

WHAT?

Violence & Aggression: *any incident in which a person is abused, threatened (verbal) or assaulted (physical).*

Types of behaviour that are considered serious and unacceptable and will not be tolerated:
(*This is not an exhaustive list*)

- Shouting at school staff, either in person or over the telephone, or other parents
- Physically intimidating a member of staff or other parents, eg standing very close to her/him
- The use of aggressive hand gestures
- Threatening school staff or other parents
- Shaking or holding a fist towards another person
- Swearing at a member of school staff or other parents
- Pushing
- Hitting, eg slapping, punching and kicking
- Spitting
- Racist or sexist comments.

Incidents of violence and/or aggressive behaviour may result in the police being informed.

When a parent or member of the public behaves in an unacceptable way towards a member of the school staff the Principal, or an appropriate senior member of staff, will seek to resolve the situation through discussion and mediation. Where all procedures have been exhausted, and aggression or intimidation continue, or where there is an extreme act of violence, a parent or carer may be banned by the Principal from the school premises for a period of time, subject to review. Where such behaviour does occur the person involved will be asked to leave the premises immediately.

If a parent is banned from the school site, they will be informed verbally and in writing. They will not be able to enter the site to collect children and must make alternative arrangements. These will be discussed with the parent when verbal notification is given.

After the ban period has elapsed, the parent will be invited into a meeting to discuss any issues, clarify expectations and agree a way forward. Some parents (dependent on the nature of the ban) will be asked to sign a Home School Agreement.

In extreme cases, if violent and/or aggressive behaviour continues, the school will liaise with outside agencies (Police, LA Housing Association, Social Care, The Elliot Foundation Academy Trust) to meet with the parent. Failure to attend the meeting or refusal to improve behaviour could result in a court injunction being placed on the parent.