



ST JOSEPH'S RC PRIMARY SCHOOL, RAMSBOTTOM
MANAGING AGRESSION AND VIOLENCE POLICY

Mission Statement

"There are 3 things that last: Faith, Hope and Love. Love one another as I have loved you." Our school is proud to be part of the Roman Catholic community in the Parish of St Joseph's Ramsbottom. Our school has a distinctive character, because everything we do is based on the values of the Gospel. The purpose of our community is to recognise the worth and dignity of all and to fully develop the talents of each person."

Statement of principles

The governing body of St Joseph's School encourages close links with parents/carers and the community. It believes that pupils benefit when the relationship between home and school is a positive one. We value the positive relationships forged with our parents and visitors to our school.

Everyone in our school community must be safe. We believe the 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.

We expect parents and other visitors to behave in a reasonable way towards members of school community. This policy outlines the steps that will be taken where behaviour is unacceptable.

Aggressive and Intimidating Behaviour

Types of behaviour that are considered serious and unacceptable and will not be tolerated:

- shouting at members of the school staff, either in person or over the telephone;
- physically intimidating a member of staff, eg standing very close to her/him;

- the use of aggressive hand gestures;
- threatening behaviour;
- shaking or holding a fist towards another person;
- swearing;
- pushing;
- hitting, eg slapping, punching and kicking;
- spitting;
- racist or sexist comments;
- breaching the school's security procedures.

This is not an exhaustive list but seeks to provide illustrations of such behaviour. Unacceptable behaviour may result in the local authority and the police being informed of the incident.

Being on the receiving end of any unacceptable behaviour or act of aggression (verbal or physical) will never be regarded by school staff as "a normal part of the job". In cases of unacceptable behaviour, verbal abuse, or harassment, a judgement will be made as to the appropriate level of action required. In most instances, if a child or member of staff is upset by the unacceptable behaviours of another, the situation can be resolved satisfactorily through mediation without the need for any further action.

Implications for Serious Incidents

Section 547 of the Education Act 1996 makes it an offence for any person to be on school premises to cause or permit a nuisance or disturbance and allows for the removal and prosecution of any person believed to have committed an offence.

Risk Assessment and Action

If it is felt that there is a risk an individual who is likely to cause further threats or harm to staff, an immediate temporary ban would be imposed for a specified period, with an opportunity given to explain, after which a decision would be taken whether to remove or extend the ban.

In other circumstances, the individual would be advised in writing that following the incident of unacceptable behaviour, a ban is being considered and they would be given an opportunity to explain their actions, after which a decision would be made about imposing the ban.

If after a ban has been imposed, and the individual comes on to school premises, the Police would be called immediately. The Governing Body would then decide, after seeking advice, whether to consider taking out a Court Injunction preventing this from happening again.

In some circumstances where the aggressive behaviour is unacceptable, the police would be called at the first instance and the ban would be imposed immediately.

To be read alongside the Health & Safety Policy.

To be reviewed as part of the St Joseph's School's Policy Review Cycle.

September 2020