

RESPECT POLICY

BRAMHALL HIGH SCHOOL

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1. RATIONALE:

At Bramhall High School we believe staff, parents and children are entitled to a safe and protective environment in which to learn and work. We strive to ensure that our school offers a warm and nurturing environment. All members of the school community and visitors should treat each other and be treated with respect. To work and grow respectfully together we use restorative approaches as the foundation of our practice. Any behaviour that may lead to feelings of harassment, alarm or distress to members of our community, will not be tolerated and action will be taken. This policy outlines our expectations of all adults- staff and visitors (including families)

2. AIMS:

- To facilitate a whole school community ethos of respect
- To promote dignity in the work place for our staff
- To promote resilience through restorative approaches

3. EXPECTATIONS:

- That all adults (staff, governors, parents, carers and volunteers) set a good example to children at all times, showing them how to get along with all members of the school and the wider community.
- That no one - staff, governors, parents, carers, volunteers or children be subjected to abusive behaviour or any form of threat from visitors on the school premises.
- That physical attacks and threatening behaviour, abusive or insulting language verbal or written (including on social media), to staff, governors, parents, carers, volunteers, children and other users of the school premises will not be tolerated and may result in a ban from school premises and/or police action.

4. ACCESS TO SCHOOL GROUNDS:

School premises are private property and therefore schools can decide who may access the grounds. Parents and carers by their connection to the school have been granted permission to be on school premises. This can be rescinded if action or behaviour warrants such response. Under section 576 Education Act 1976, “parent” includes a child’s natural parents, anyone with Parental Responsibility for the child or anyone who is caring for a child. The public has no automatic right of entry onto school premises. All visitors must seek permission to be on school premises by appointment.

If an individual displays or engages in concerning, threatening or abusive behaviours towards staff, pupils or other parents, school may seek to ban those individuals from entering school grounds or premises.

It is an offence under section 547 of the Education Act 1996 for any person (including a parent) to cause a nuisance or disturbance on school premises, such as trespass, public order and criminal damage.

Under **section 547**, school staff have a right to make a report to the Police and request their assistance under such circumstances.

Should parents or carers be banned, the responsibility to make alternative arrangements for bringing children to school is that of the parent/carer.

5. UNACCEPTABLE BEHAVIOUR:

The following are the types of behaviour that are considered serious and unacceptable and will not be tolerated towards any member of the school community.

This is not an exhaustive list but seeks to provide illustrations of such behaviour:

- Shouting, either in person or over the telephone
- Speaking in an aggressive or threatening tone
- Using offensive of aggressive language in emails or texts
- Physically intimidating
- Making physical threats, including spitting

- Pushing, slapping, punching, hitting, kicking
- Throwing objects with an intention to harm
- Swearing or name calling
- Racist, homophobic or other hateful behaviours
- Any form of sexual harassment or bullying
- Any form of behaviour that undermines another's religion or belief
- Inappropriate posting on social media which could bring the school into disrepute and may be defamatory against an individual or group
- Inappropriate posting on social networking channels, which could bring the school into disrepute or may be damaging to individuals

Please note that inappropriate on-line behaviour may constitute discrimination and hate crimes, such as:

- sexist bullying
- racist and faith-targeted bullying
- homophobic or biphobic bullying
- transphobic bullying
- bullying in relation to a disability.

These will not be tolerated in any form.

Please note that any behaviours that demonstrate bullying or harassment to anyone in respect of one or more of the 9 protected characteristics, as identified in the Equality Act, will not be tolerated.

The following characteristics are protected characteristics:

- age;
- disability;
- gender reassignment;

- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

6. PROCESS USED TO ADDRESS INAPPROPRIATE BEHAVIOUR BY ADULTS IN OUR SCHOOL COMMUNITY

All staff and governors agree that any adult found to be using inappropriate behaviour towards other adults or children should be dealt with using the following steps:

We will use a series of warning letters which respond to different situations and increase in severity (see Appendix 1). It is at the discretion of the headteacher to determine which letter is used. If the same person is involved repeated incidents it likely that a more severe letter may be appropriate.

An adult approaches a child	The issue will be considered by a school leader. If necessary, a warning letter will be issued.
A parent/adult approaches another parent	The parent should report this to a member of staff or a school leader. Those involved will be spoken to as soon as possible after the incident and reminded of our policy. If necessary, a warning letter will be issued.
A parent/adult approaches a member of staff	This should be reported immediately to a member of the Senior Leadership Team. This will be investigated as soon as possible, and the member of staff will be updated as appropriate. If necessary, a warning letter will be issued.

Recurring inappropriate behaviour	If adults continue to use inappropriate behaviour, they will be reminded and referred to the school's Respect Policy. School will determine which of the 3 warning letters are appropriate in these circumstances. Consideration many be given to banning adults from the school site under section 547 of the Education Act 1996. School may also consult with the Police and Local Authority at any time for further advice and support.

The school reserves the right to take any necessary actions to ensure that members of the school community are not subjected to abuse.

7. RESPONSIBILITIES:

It is the responsibility of the Head teacher and Governors to monitor and review this policy annually.