



Protecting the Pupils, Staff, Parent/Carers and the Community of Northfield

At Northfield Primary School we believe staff, parents/carers and children are entitled to a safe and protective environment in which to work. Behaviour that will cause harassment, alarm or distress to users of the premises is contrary to the aims of the school. Our aim is that all members of the school community treat each other with respect.

Our expectations:

- That no members of staff, parents/carers or children are the victims of abusive behaviour or open to threats from other adults on the school premises.
- Physical attacks and threatening behaviour, abusive or insulting language verbal or written, to staff, governors, parents/carers, children and other users of the school premises will not be tolerated and will result in withdrawal of permission to be on school premises.
- Online messages e.g. DOJO should be used to contact staff between 8.00am and 4.30pm Monday to Friday term time only
- Written messages on e.g. DOJO should show respectful language at all times

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
- Using foul or abusive language
- Inappropriate posting on Social Networking sites deemed as bullying
- Speaking in an aggressive/threatening tone
- Physically intimidating , e.g. standing very close
- The use of aggressive hand gestures/exaggerated movements
- Physical threats
- Hitting e.g. slapping, punching or kicking
- Racist or sexist comments
- Be seen to bear any signs, symbols, words or pictures or heard to make any comments to anyone related to school that could contravene British Values or in any way encourage radicalisation, terrorism or extremism in any form.

The school reserves the right to take any necessary actions, to ensure that members of the school community are not subjected to abuse. School premises are private property and parents/carers have been granted permission from the school to be on school premises. However, in case of abuse or threats to staff, pupils or other parents/carers, school may ban parents/carers from entering school. The school is not responsible for organising arrangements for children in the above circumstances. Parents/carers will need to provide alternative arrangements for bringing children into school.

Approved: Strategic and Development Committee October 2024

Review: November 2025