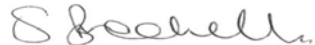




ST JAMES'

CATHOLIC HIGH SCHOOL

Respect Policy

Policy Owner	Assistant Headteacher Behaviour, Attitudes and Safety
Responsible Committee	Personal Development and Behaviour Committee
Date of Adoption	2 nd July 2020
Date of Review	2 nd July 2023
Chair of Governor's Signature	

St James' Mission Statement:

*To ensure everyone within our school **family** achieves their full potential,
to encourage learning and development through **faith**,
and to strive for **excellence***

Rationale:

At St James' Catholic High School we believe staff, parents and children are entitled to a safe and protective environment in which to learn and work. All members of the school community and visitors should demonstrate mutual respect. 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.

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

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 threats 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.

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 This however can be rescinded if action or behaviour warrants such response. Under section 576 of the Education Act 1996, "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.

Guidelines:

Types of behaviour that are considered serious and unacceptable and will not be tolerated towards any member of the school community:

- Shouting, either in person or over the telephone
- Speaking in an aggressive/threatening tone
- Physically intimidating , e.g. standing very close
- The use of aggressive hand gestures/exaggerated movements
- Physical threats
- Shaking or holding a fist towards another person
- Swearing and name calling
- Pushing
- Slapping, punching, hitting or kicking
- Racist, homophobic or other hateful behaviours
- Sexist comments or sexual innuendo
- Disrespecting religion or belief
- Inappropriate posting on social networking sites which could bring the school into disrepute or be deemed as bullying or a hate related comment



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

Inappropriate use of social networking sites:

The governors and Senior Leadership Team at St James' Catholic High School consider the inappropriate use of social media to be unacceptable and we believe that this can never be in the best interest of the children or the broader school community.

Any concerns or opinions must be shared through the appropriate channels by speaking to the teacher, a member of the Senior Leadership Team, the Headteacher or the Chair of Governors, so they can be dealt with fairly, appropriately and effectively for all concerned. Please note, discussions about individual children can only be held with those who have parental responsibility and/or in line with General Data Protection Regulation.

In the event that any pupil or parent/carer of a child being educated in our school is found to be posting libellous or defamatory comments on social media sites, they will be reported to the appropriate 'report abuse' section of the site. The school will also request that the individual responsible removes the offensive content immediately.

In serious cases the school (and the Local Authority) will also consider its legal options to deal with any such misuse of social networking and other sites. This includes any other defamatory or libellous behaviours.

Cyberbullying is the use of technology to harass, threaten, embarrass, or target another person. By definition, it occurs among young people. When an adult is involved, it may meet the definition of cyber-harassment or cyber-stalking, a crime that can have legal consequences. This will be dealt with as a serious incidence of school bullying and/or may be a matter for the police.

Unacceptable behaviour may result in the police being informed.

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

Responsibilities:

It is the responsibility of the Assistant Headteacher Behaviour Attitudes and Safety to monitor and review this policy.



Appendix 1

Procedure to address inappropriate behaviour by adults in our school community

At St James' Catholic High School we operate an approach of 'zero tolerance' in relation to inappropriate behaviour anywhere on the school site or via social media.

***Inappropriate behaviour means disrespectful conduct towards people or property within the school site or via social media.*

We expect:

- That adults 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 members of staff, parents or children are the victims of abusive behaviour or threats from other adults on the school premises or via social media.

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:

ACTION	CONSEQUENCE
An adult approaches a child in a threatening and/or aggressive manner	This should be reported to a member of staff immediately. The adult will be spoken to immediately and the issue investigated by a senior leader. This will be reported to the Headteacher and recorded. The adult will receive a warning letter.
A parent/ adult approaches another parent in a threatening and/or aggressive manner	The parent should report this to a member of staff. The offending parent/s will be spoken to as soon as possible after the incident and reminded that we have a zero tolerance of inappropriate behaviour. A letter will be given to the parent/s. This warns a parent that if there is a reoccurrence of such behaviour, that the school will seek that they be banned from the school site under section 547 of the Education Act 1996.
A parent/adult approaches a member of staff in a threatening and/or aggressive manner	This should be reported immediately to another member of staff. This will be investigated as soon as possible and the member of staff will be informed of the action taken. The parent/adult will be spoken to and given a warning letter. This warns a parent/s that if there is a reoccurrence of such behaviour, that the school will seek they be banned from the school site under section 547 of the Education Act 1996.
Recurring inappropriate behaviour	If a parent/s (or other adult) continues to use inappropriate behaviour, they will be reminded or and referred to the Respect Policy. This indicates how anti-social behaviour, when not corrected, can lead to interventions from the Headteacher and/or Governors. This can then lead to a ban 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.



Appendix 2

Covid-19:

Amendments and additions to the school's respect policy have been made in response to the Covid-19 pandemic. This is to ensure there is no unnecessary risk to students, staff and visitors at St James'. Adherence to these amendments and additions is of the utmost importance and the school will act promptly and seriously where the policy is not being followed.

All visitors will be expected to comply with any amendments and/or additions made to the school's respect policy in relation to Covid-19.

In addition to the existing respect policy and expectations, the following will apply:

- Visitors are not allowed onto the school site without the pre-arranged permission of the Headteacher
- Where pre-arranged permission has been granted visitors are expected to follow social distancing guidelines
- Where pre-arranged permission has been granted visitors are expected to move around the school site as directed by school staff to avoid any unnecessary contact with others
- Any visitors who do not comply with these guidelines and instructions will be asked to exit the school site immediately and issued with an immediate respect warning letter (in more severe circumstances the school's leadership team reserve the right to ban the visitor from the school site under section 547 of the Education Act 1996)

The school may also consult with the Police and Local Authority at any time for further advice and support if this is felt to be necessary.

Whilst we appreciate that these expectations are different, we cannot put the health and safety of any student or staff member at risk. As such, these amendments and additions will take effect immediately and stay in place until the school's Senior Leadership Team feel it safe to remove them.