

**CORNHILL PRIMARY SCHOOL**

**VISITING ADULTS ABUSIVE, THREATENING/AGGRESSIVE, VIOLENT BEHAVIOUR POLICY (Reviewed 09/18)**

In line with Aberdeen City Council’s Zero Tolerance Policy towards violence, threatening behaviour and abuse in schools, this document is Cornhill School’s policy to deal with the above.

Cornhill School should be an orderly and safe place where relationships between staff and visitors, especially parents/carers demonstrate mutual respect and recognition of shared responsibility for pupils’ welfare and educational progress. Parental involvement is an important factor in educational success and in dealing with emerging problems at an early stage. However, on occasion, the behaviour of a few parents/carers can cause severe disruption, distress or worse, resulting in abusive or aggressive behaviour towards staff, pupils, or other members of the school community.

There is a clear expectation that adult visitors to Cornhill School behave in a respectful and appropriate manner (including interactions over the telephone). Violence, threatening behaviour or abuse will not be tolerated.

Where there has been a breach of these procedures, Cornhill School will respond in a measured and firm way depending on the seriousness of the inappropriate conduct. In cases where an incident of this nature has occurred, the Head Teacher will initiate some or all of the following responses, but Aberdeen City Council can also initiate sanctions at an Authority level.

If an incident were to occur, the safety of pupils and staff is paramount and, depending on its nature, would be dealt with in the following way:

* The reason for the incident should be established; this may be more appropriately done in a room away from other people, and efforts to de-escalate the situation should be made.
* The staff member may remove themselves (and possibly pupils) from the situation.
* The individual should have the inappropriateness of their actions pointed out to them.
* If there is an incident of abuse or abusive language on the telephone, staff members can inform the individual that if they don’t stop, the staff member will put the phone down and then do so if the language continues.
* Depending on the nature of the incident, the person may be asked to leave and/or the police phoned.
* In every incident of this nature, Cornhill School’s SMT should be informed and it be recorded on a school Incident Form.
* Completion of a Risk Assessment in response to an incident may also be appropriate.
* Where appropriate, advice will be sought from ACC - the school’s Quality Improvement Officer in the first instance – and this advice acted upon.

Possible follow-up responses include:

* A meeting/dialogue with the individual to resolve the situation.
* A letter to be sent to the individual describing their misconduct, explaining its impact on the school and stating its unacceptability.
* Variation to the individual’s ‘licence’, e.g. through the addition of conditions e.g. not being allowed to meet staff on a one-to-one basis.
* Warning of the possibility of a ‘ban’ (i.e. the withdrawal of their ‘licence’) if the misconduct is repeated.
* Imposition of a ban with a review after a fixed date.
* Imposition of a ban without review.