



Policy: Acceptable behaviour of adults in school

This policy has been written in order to protect the pupils, staff, parents, carers and the community of Northfield Primary and Nursery School

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 and kindness.

Our expectations:

- All stakeholders of our school (staff, parents, carers, governors and children) communicate respectfully and politely with each other verbally, online, on paper, via emails and via the telephone.
- No members of the school community, including staff, parents/carers or children should ever be the victims of abusive behaviour. Threats, whether in person, online, via email or telephone, to any member of the school community will not be tolerated. This could be on school premises or off-site. Any such behaviour will result in withdrawal of permission to be on 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. through DOJO) and emails should be used to contact staff between 8.00am and 4.30pm Monday to Friday term time only.
- Written messages, on e.g. DOJO and emails, 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 which is 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.
- Physical violence of any kind, e.g. hitting, slapping, punching or kicking.
- Prejudiced language, e.g. racism or sexism.
- Being seen to bear any signs, symbols, words or pictures, or being heard to make any comments to anyone related to school, that could contravene the British Values or the Protected Characteristics, 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 2025

Review: November 2026