

The Endeavour School



Policy for Dealing with Abuse, Threats and Violence towards School Staff by Parents and Other Adults

The Endeavour School Dealing with Abuse, Threats and Violence towards School Staff by Parents and Other Adults Policy

This policy was reviewed and adopted by the full Governing Body at a meeting on 4 July 2018.

Signed P J Bedwell

Chair of Governors

Date 4 July 2018

INTRODUCTION

1. The Governing Body and the Headteacher share a duty in relation to protecting the physical and emotional well-being of all the staff employed at this school.
2. Wherever violence, threatening behaviour and abuse occur towards school staff all reasonable and appropriate action will be taken in support of the staff. This policy outlines how incidents involving adults will be dealt with.

ABUSE, THREATENING AND VIOLENT BEHAVIOUR

3. All staff have a right to expect that their school is a safe place in which to work and that prompt and appropriate action will be taken on their behalf if they are subjected to abuse, threats or violence by parents and other adults on school premises.

Examples of such behaviour might include:

- a. Abusive and aggressive language.
- b. Common Assault - involving the threat of immediate violence or causing minor injury such as a graze, reddening of the skin or minor bruise.
- c. Actual Bodily Harm -causing an injury which interferes with the health or comfort of the victim such as multiple bruising, broken tooth or temporary sensory loss.
- d. Grievous Bodily Harm -causing serious injury such as a broken bone or an injury requiring lengthy treatment.
- e. Racially Aggravated form of Assault where there is a racial element to the offence.

MEASURES TO AVOID, PREVENT AND MINIMISE INCIDENTS

4. The Headteacher will take the lead role in relation to the policy.
5. Where required and informed by staff discussion and feedback, a risk assessment will be completed. It will comprise the following elements:
 - Identifying hazards.
 - Identifying who might be harmed and how.
 - Evaluating the risks and checking precautions.
 - Minimising the risks.
 - Reviewing and revising the risk assessment.
 - Monitoring and evaluating the procedures.

Where necessary this will be recorded in writing.

6. Advice to staff about how they should act and behave in the incident includes:
 - Be assertive but not aggressive.
 - Speak calmly without raising the voice.
 - Seek assistance.
 - Be polite but firm.

- Maintain a safe distance between yourself and the aggressor.
- Think about an escape route should the need arise.
- Remember body language and stances to protect yourself physically
- Consider location for potentially difficult encounter and seek advice from the Headteacher (or Deputy Head in his absence) beforehand.

ACTION WHEN AN INCIDENT OCCURS

7. If a member of staff feels seriously threatened then they should inform the adult that they will not be continuing the conversation as they are feeling uncomfortable with their behavior, and the Headteacher will continue the conversation.
8. The recording and reporting of incidents involving abuse, threats or violence towards staff are important because:
- They can enable the school to meet their statutory duties in compliance with the Health and Safety at Work Act and Regulations.
 - It may be necessary to collect evidence in the event of the police bringing formal charges against an alleged assailant.
 - The Local Authority's insurers will require information should a claim for compensation be made.
 - The review of this policy will be aided by monitoring incidents which are recorded at the time of the occurrence.
9. If an incident occurs this should be verbally reported immediately to the Headteacher. A written version of the incident should follow as soon as possible.

DEALING WITH THE INCIDENT

11. All parties involved will take into account the needs, views, feelings and wishes of the victim at every stage. Sympathetic and practical help and support as well as counselling will be made available to the victim at the time of the incident and subsequently. A range of support is available at this school:
- From the Headteacher, Deputy Headteacher or a member of the Senior Leadership Team.
 - A staff colleague of the colleague of the victim's choice.
 - The member of staff's trade union.
12. The police should be contacted when the immediate attendance of a police officer is required. The Police support the use of 999 in all cases where:
- There is a danger to life.
 - There is a likelihood of violence.
 - An assault is, or is believed to be, in progress.
 - The offender is on the premises.
 - The offence has just occurred and an early arrest is likely.

HARASSMENT

13. In the event of a member of staff finding him/herself subjected to a pattern of persistent and unreasonable behaviour from individual parents which is not abusive or overtly aggressive but which can be perceived as intimidating and oppressive, this may constitute an offence under the Protection from Harassment Act 1997. If the actions of a parent appear to be heading in this direction, staff should record all incidents in writing, with the date, location, means of communication, e.g. telephone call, letter, email, verbal one to one conversation, and inform the Headteacher. An option at this stage would be the banning of a parent from the school premises by the Headteacher on behalf of the school. If a person who has been banned subsequently trespasses and causes a nuisance or disturbance, the matter will be referred to the Borough's Legal Services.