

PINNER

HIGH SCHOOL

Policy	Community Behaviour Policy
Date of Review	5 February 2024
Reviewed By	Head of Operations
Date of Approval	5 February 2024
Approved By	Headteacher
Date of Next Review	February 2027
Statutory/Non Statutory	Non Statutory
Website/Non Website	Website

Introduction

At Pinner High School we strive to build strong relationships with parents, carers, visitors, residential neighbours, community users and everyone involved with school life ("Community Stakeholders"). This helps create a stimulating, happy and safe learning environment which continues from school to home and the wider community, providing all our pupils with the opportunity to achieve their personal best. The trust, support and cooperation of Community Stakeholders is fundamental to the continued success of our school.

Our staff come to work to educate and support our pupils and we believe it is important for all Community Stakeholders to communicate in a respectful and productive manner, whether in person, on the phone, or online. In this way, staff, pupils, parents, carers and members of the public behave respectfully to each other at all times, which helps to promote the most constructive working and learning environment.

Inappropriate Behaviour

Though fortunately rare, the school takes any instances of inappropriate behaviour very seriously and will not tolerate any circumstances which may make pupils, members of staff or Community Stakeholders feel threatened. A perceived threat, or any action which makes an individual feel threatened, can be sufficient to bar another individual from the premises.

The use of foul, abusive or aggressive language will not be tolerated on the school premises over the telephone or in any other form of communication.

Any individual at Pinner High School should not be discriminated against, whether a staff member, pupil, or Community Stakeholder, on the basis of their age, race, ethnicity, religion, cultural belief, attainment, disability, gender, sexuality or background.

Bullying, harassment or intimidation, including physical, sexual and verbal abuse, will not be tolerated under any circumstances and may be reported to the police.

The school holds the right to escort anyone off the premises who is displaying aggressive or disruptive behaviour.

Under section 547 of the Education Act 1996, it is an offence for any person to cause a nuisance or disturbance on school premises. In such circumstances the police may be contacted to assist in the removal of individuals from the premises, where necessary.

As outlined in this policy, the persistent occurrence of unacceptable behaviour can result in individuals being permanently banned from the premises and/or restrictions on communications with the school.

The sending of abusive or threatening written or email messages will be treated in the same way as any other abusive or threatening behaviour.

The following are examples of inappropriate behaviour which will not be tolerated and may result in warnings and/or sanctions being issued against an individual:

- Causing intentional damage to school property
- Breaching the school's security procedures
- Verbal abuse: swearing, talking in an aggressive manner, using offensive language or raising their voice at another individual
- Making racist or sexual comments, or discriminating against any member of staff, pupil or Community Stakeholder for any reason of age, race, ethnicity, religion, cultural belief, attainment, disability, gender, sexuality or background
- Physical violence
- Physically intimidating an individual such as by standing in very close proximity
- The use of threatening body language such as shaking a fist or wagging a finger close to an individual's face and other forms of passive aggressive behaviour which may cause distress or harm to others
- Writing or online messaging abusive or defamatory comments regarding an individual or the school, including on social media or which risk bringing an individual or the school's reputation into disrepute
- Frivolous or vexatious contact, in person or written. Frivolous contact would be contact which is trivial, meritless, without substance or excessive. Vexatious contact would be contact amounting to harassment or intended to cause annoyance, frustration or worry.
- Other behaviour which the headteacher deems inappropriate

All members of the Pinner High School community have the right to work without fear of abuse or violence at all times.

If any person behaves in a manner that this policy outlines as unacceptable, or which the headteacher deems to be inappropriate, the school may choose to take appropriate action in line with our legal position or forward a copy of this policy to appropriate individuals or issue a cease and desist warning. This is to ensure that everyone is aware of expectations for future behaviour, the position of the school, our legal rights and protection, and any action that we might choose to take.

Pinner High School

February 2024