BADSWORTH
CofE School

CARE – Prepare – Believe
'I can do all things through Him who strengthens me.'
Philippians 4:13

Zero Tolerance Policy on Abusive or Threatening Behaviour on & around school premises For Adults, including Visitors

March 2026

The vast majority of visitors to our school, whether they are parents/carers, other family members, members of the community or other guests, demonstrate the values which we want to promote to our pupils in school. The school vision is followed and visitors consider and respect everyone as Jesus taught. Alongside this, we value interaction between staff and the families of our pupils.

Sadly, there are occasions where visitors do not behave as we would deem acceptable and do not put this aspect of our school vision into practice. All schools have been encouraged to consider what to do in the situation where unsatisfactory behaviour arises. The school owes a duty of care to all persons at our school - employees and children. This zero-tolerance policy has therefore been adopted with guidance from the GMB Trade Union.

What do we mean by Abusive or Threatening Behaviour?

The Public Order Act 1986 defines "disorderly conduct" as: verbal abuse, threatening abusive or insulting words or behaviour or any disorderly behaviour whereby a person is caused alarm, harassment or distress. "Threatening behaviour" is when a person fears that violence or threat of violence is likely to be provoked.

In a school context this could mean someone shouting at a member of staff, either in person or on the phone; acting aggressively, including using intimidating body language, as well as actual violence. It also covers comments posted on social networking sites or situations where members of staff are approached.

Rights and Expectations of School Community

All members of the school community have a right to expect that their school is a safe place in which to work and learn.

There will be a zero tolerance of violence, threatening behaviour and disorderly conduct, including abuse in all forms, against school staff or other members of the school community.

Where such behaviour does occur, action will be taken to deal with the person or persons concerned.

Action to be taken if an incident occurs

If an incident involving threatening behaviour or abuse does occur then an incident report form will be completed by the member of the school community against whom the abuse was directed. In the case of this being a pupil a member of staff may complete the form on their behalf.

ANY INCIDENTS OF VIOLENT CONDUCT WOULD IMMEDIATELY PROCEED TO STEP 5
At any stage, the school may report serious incidents of abusive and threatening behaviour to the Local Authority. The school has a statutory responsibility to report any racist or discriminatory incidents to the Local Authority. Any act of actual or threatened violence will be referred to the police immediately.

All incidents will be recorded and passed onto the relevant authorities so that patterns of behaviour can be monitored.

Step 1 - Verbal warning
The Headteacher will speak to the person or persons perpetrating such an incident privately. It will be put to them that such behaviour is unacceptable and an assurance will be sought that such an incident will not be repeated. It will be stressed on this occasion that repetition of such an incident will result in further more serious action being taken. If the Headteacher has been subject to abuse this will be done by the Chair of Governors (or other appointed independent governor, if the Chair is involved in the incident in any way).

Step 2 - Written warning
If a second incident occurs involving the same person or persons, the Headteacher will write to the adult(s) informing them once again that this conduct is unacceptable. As for Step 1, if the Headteacher has been subject to abuse this will be done by the Chair or other appointed independent governor.

Step 3 - Final written warning
If a third incident occurs involving the same person or persons, the Chair or other appointed independent governor, will write to the adult(s) giving a final warning that this abusive and threatening behaviour is unacceptable, and that a repetition of this conduct will leave the governors no option but to take further action.

Step 4 - Governors' ban letter
If such an incident recurs, or if an initial incident is considered serious enough by the Headteacher, the Chair of Governors (or other appointed independent governor) would be involved to enforce any action deemed necessary. This may result in a person or persons being excluded from school premises.

Step 5 - Involvement of the police
If following a decision to ban a person from the school premises, that person nevertheless persists in entering school premises and is displaying unreasonable behaviour, such a person may be removed from the school premises as a trespasser under Section 547 of the Education Act 1996 and charged with an offence under the Public Order Act 1986.

At all stages, the person or persons will have the right to appeal. This excludes step 5 as any incidents referred to the police become a matter between that person and the police.

This policy will be reviewed March 2028.